

Our Equality objectives 2023-2027

Richmond Hill School



Public sector equality duty act (Updated September 2018)

The equality act of 2010 requires us to publish information that demonstrates that we have due regard for the need to-

- **Eliminate unlawful discrimination , harassment, victimisation and any other conduct prohibited by the equality act 2010**
- **Advance equality of opportunity between people who share a protected characteristic and people who do not share it**
- **Foster good relations between people who share a protected characteristic and those that do not.**

Richmond Hill school is a fully inclusive special school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe the equality act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to address issues of disadvantage and the impact this has on a young person's life.

Our approach to equality is ensuring we meet the following key objectives by:

Objective 1) Ensuring that we continue to recruit from Luton and increase the number of staff employed that is more reflective of our Luton community and school population.

Luton Census 2021 : White British population of pupils are below that of other schools in Luton and

Analysis of our staff workforce identifies white British staff as being 2 times greater than the Luton average for 2021.

Female workforce at RHS 93%

Success criteria for 2023 -2027

To increase the number of staff at RHS from other ethnic groups through the recruitment process

To increase the number of male staff across the school

To increase the diversity of the middle and senior leadership team

- Ensuring that all learners are treated equally
- Ensuring that we always recognise and respect difference
- We aim to foster positive relationships and attitudes, with a shared sense of cohesion and belonging
- We ensure we use good equality recruitment practise for all appointments, retention and development
- We seek to continue to remove and reduce inequalities and barriers that already exist

Objective 2) To further develop and ensure that all learners, families and carers are treated equally ensuring that we provide the same support in order to understand and access school related information.

Success criteria:

- All materials are accessible to families and carers
- To promote family forums for supporting and developing collaborative partnerships
- Developing more opportunities for cultural parental engagement throughout the year

Objective 3) To ensure that progress of all groups of learners is refined and more graduated interventions are identified to support those groups that require it.

Success criteria: 2023-2027

- Refine the process of assessment to reflect Luton diversity and identify key barriers to success