

Rosslyn Park Coverage of the Protected Characteristics

Demonstrating our Compliance with the Public Sector Equality Duty

Age
<ul style="list-style-type: none">○ In EYFS (aged 4 and 5) there is a focussed programme on addressing children's social and emotional needs to prepare them for school and transitioning to year 1○ Transition programme is in place to support all pupils moving up year groups○ Additional transition in place to school to support transition of our year 6 pupils (aged 10 and 11) to prepare for secondary education○ Children of all ages participate in the whole school council making decisions based on our school values○ All children have access to age-appropriate learning materials and activities○ Provide opportunities for children of different ages to work together and learn from each other○ We employ people of all age and equally value their professional expertise, life and professional experience, and different viewpoints
Disability
<ul style="list-style-type: none">○ The school is accessible for pupils, parents, and carers (see accessibility policy)○ Children with SEND have full access to the curriculum, including trips and visits○ Regular staff training on supporting children with Autism, ADHD, Attachment, Learning and physical disabilities.○ Early identification of training needs and training to support specific children's learning or physical needs○ Regular training for SLT and meetings with HR to support staff with disabilities○ Individualised provision for children with SEND○ Working with external agencies such as Educational psychologist, the Autism team, Behaviour support team to meet the needs of the children with SEND
Gender re-assignment
<ul style="list-style-type: none">○ All children are taught about respecting similarities and differences, discussing differences sensitively and recognising prejudice and discrimination
Marriage and Civil Partnership
<ul style="list-style-type: none">○ Through our PSHE curriculum, children are taught about what a family is and the different ways that this might look.○ As part of home-school communication we use the term "parent/carer" and refer to "families"○ Children access books about a diversity of families
Sex
<ul style="list-style-type: none">○ All children have equal opportunities to participate in sports and other activities○ Challenge gender stereotypes in the everyday interaction, literature, and the curriculum○ Model inclusive language and behaviour○ Sanitary provision in school for menstruation including spare products where needed○ Safeguarding training on child to child abuse for all staff○ There's zero tolerance to child on child abuse, and it is addressed through further targeted interventions, the school Behaviour policy, school safeguarding procedures and support from the local police

Race

- British Values of tolerance and respect are taught consistently across the school
- All staff training on supporting children with EAL
- Black, British and Belonging scheme of learning from year 1 to year 6
- Rich selection of books available in each classroom and the school library
- Diverse selection of texts used in the curriculum
- Teaching the Rosslyn value – Respectful and referring to it consistently so that children appreciate differences in all people, their culture and communities
- Language Village and Purple Mash apps available to all children with EAL and their families
- Translation is available in the school communication on class Dojo and the Language Village and Purple Mash apps
- There's zero tolerance to racial abuse, and it is addressed through further targeted interventions, the school Behaviour policy, school safeguarding procedures and support from the local police

Religion or Belief

- All children are taught Religious Education
- Celebrate different religions festivals
- Safeguarding training on Prevent for all staff
- Adjustments on the attendance during religious festivals and events
- Visits to places of worship
- Celebration of different faiths and events in whole school assemblies

Pregnancy and Maternity

- Staff are supported through risk assessments and adjustments to the timetable and duties
- Staff are supported through the provision of special equipment such as chairs, physio balls
- On return from maternity leave staff have opportunities to apply for adjusting their working patterns through flexible working requests
- Science and RSE curriculum address topics of reproduction.
- Keep in touch days are offered to all staff on maternity/ paternity.
- Support parents who are struggling with hospital appointments or the attendance of older children as a result of a new baby arriving into the family
- Support pupils in preparing for new siblings
- Support regular attendance of older siblings by trying to establish the challenges around the arrival of a new baby in the family – work to resolve issues and find solutions through dialogue with parents

Sexual Orientation

- All children learn about similarities and difference in families
- Staff address homophobia and challenge stereotypes
- Staff model respectful and inclusive language and behaviour in the classroom and the community
- Pastoral support is given to pupils and families for children showing emerging feelings and questions around gender and orientation
- Year 6 children take part in Identity lessons as part of their PSHE curriculum
- There's zero tolerance to inappropriate language aimed at the LGBTQ+ community, and it is addressed through further targeted interventions, the school Behaviour policy and school safeguarding procedures and support from the local police