



EQUALITY OBJECTIVES

Ruskin Community High School aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminating discrimination
- Advance equality of opportunity
- Foster good relations across all characteristics

We will not discriminate against, harass or victimise any staff member, student, prospective student, or other member of the school community because of their:

- Age* (only as an employer; this does not apply to pupils)
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (previously referred to as gender)
- Sexual Orientation
- Marriage and civil partnership

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

We are committed to having a balanced, diverse and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes

Our objectives are focused on appropriate areas for the school and community. For example, these could be related to the curriculum, the ethos and organisation of the school, addressing prejudice related bullying, roles and responsibilities, information and resources, or religious observance.

March 2024 Equality Objectives – to be reviewed and reported back with school data by March 2028

Gender:

Outcomes for boys in English are lower than for girls.

The percentage of boys achieving 9-5 in English Language is below that achieved by girls.

Our aim is to increase boy's performance, to exceed that achieved by boys nationally, to 55%.

Disadvantaged:

Outcomes for disadvantaged students in Maths and English are lower than non-disadvantaged.

English

The percentage of disadvantaged students achieving 9-5 is lower than non-disadvantaged.

Our target is to increase the proportion of disadvantaged students achieving Grade 5 and above to 55%

Maths

The percentage of disadvantaged students achieving 9-5 and 9-4 grades is lower than non-disadvantaged.

Our target is to increase the proportion of disadvantaged students achieving Grade 5 and above to 45% and Grade 4 and above to 70%

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.