

1.0 Statutory and legal requirements

This overarching policy covers the general Public Sector Equality Duty specified in the Equality Act 2010. This encompasses the racial equality duty, the gender equality duty and the duty to promote disability equality.

The equality objectives address our duties under new equality legislation, up to and including the Equality Act 2010. The Access Plan addresses our duty under the Special Educational Needs and Disability Act 2001.

2.0 Principles

The Bridge London Trust has a duty to promote equality of opportunity for all pupils and staff. The promotion of this equality is written in this policy and reflected in our school values, the management of our pupils and in the curriculum. We are committed to:

- Promoting equal opportunities for all
- Promoting good relations between different groups and communities
- Eliminating unlawful discrimination and behaviour.

Under the equality legislation, The Bridge London Trust will work to remove discrimination against people on the basis of disability, race, religion, gender, ability and sexual orientation.

The Bridge London Trust is committed to having respect for equality when making a decision or taking an action which may have implications for people, as described above.

Under the equality legislation the school will have regard to the following protected characteristics: age, disability, race, gender, religion or belief, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity. The school will tackle discrimination in its different forms which apply to the above protected characteristics, most notably with regard to the four legally defined types of unlawful behaviour: direct discrimination, indirect discrimination, harassment and victimisation.

We are committed to having 'due regard' to equality when making a decision or taking an action which may have implications for people as described above (i.e. those with protected characteristics).

In fulfilling our legal duties we are guided by further principles which are reflected in our value statements:

- Every pupil should have opportunities to achieve their full potential and be as prepared as possible for the next stages of their life and education
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change and that is receptive and respectful of other identities
- Every pupil should be supported to develop as much as possible the knowledge, understandings and skills that they need in order to participate in the wider world and to meet its challenges as independent individuals, responsible citizens and members of a community

3.0 Aims

- To prepare pupils for the opportunities and experiences of adult life and to prepare them to live harmoniously in a diverse society
- To raise awareness of equal opportunities and eliminate discrimination within the school community.
- To support the schools' principles of achievement, relevance and access.
- To ensure access to the schools' premises, curriculum and extended provision for all pupils.

School Procedures

All incidents involving discrimination should be reported to a member of the Leadership team (and this is in the view of the person who has been the victim of any offence as well as that of the school). Local authority guidelines for the reporting of racist incidents have been reviewed and a copy of the form to be used is available in school.

4.0 Equal Objectives

1. Promote equality of opportunity between disabled persons and others.
2. Eliminate unlawful discrimination
3. Eliminate harassment
4. Promote positive attitude to disability
5. Encourage participation by people with disabilities
6. Take steps to recognise people’s disabilities
7. Eliminate sexual discrimination
8. Eliminate harassment relate to gender
9. Promote equal opportunities between men and women
10. Ensure appointment of staff follow gender equality guidelines

5.0 Access plan

(As required by the Special Educational Needs and Disability Act 2001, SENDA)

Objectives	Actions
Improvements in access to the curriculum	Review of equipment, resources, hardware and software Review of curriculum Individualised timetables where appropriate
Physical improvements to increase access to education and associated services	Reviews of access to all areas of the building On-going discussions with relevant health professionals
Improvements in the provision of information in a range of formats for disabled pupils	On-going review and assessment of pupil need Liaison with health professionals to determine best formats for individual pupils

6.0 Diverse Community

We celebrate our diverse population and encourage all staff and pupils to develop:

- an understanding of how citizens can influence decision-making through the democratic process.
- an understanding that the freedom to hold other faiths and beliefs is protected in law.
- an acceptance that people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behavior.
- an understanding of the importance of identifying and combatting discrimination.

7.0 Recruitment

The Bridge London Trust will ensure recruitment procedures promote equal opportunities and adhere to equality guidelines. We will review employment procedures and practices in line with new legislations.

The Bridge London Trust is uncompromising in its commitment to Safeguarding and promoting the welfare of children and young people; all staff and volunteers are expected to share this commitment. Successful candidates will be required to complete an enhanced DBS disclosure.

Policy Owner and Contact Details

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