

# Diversity and Equality Policy



## 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.

## 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 Trust 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.

We will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed.

We all have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent us from achieving this. Using fair, objective and innovative employment practices, our aim is to ensure that:

- All employees and potential employees are treated fairly and with respect at all stages of their employment
- All employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, transgender status, marital status, civil partnership status pregnancy, race, disability, age, political or religious belief or sexuality
- All employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

The diversity of the communities we serve is reflected at all levels within our workforce.

## Gender

Women and men are fully and properly represented and rewarded for their contribution at all levels of the organisation through:

- Challenging gender stereotypes
- Supporting employees in balancing their life at work and at home
- Supporting employees who become pregnant and taking active steps to facilitate their return to work after maternity leave.

## Transgender status

People who plan to undergo, are undergoing, or have undergone gender re-assignment are protected against all forms of discrimination and harassment. The employer will take positive steps to support a transgender person and ensure they are treated with dignity and respect.

## Marital status

People are treated fairly and equally in the workplace irrespective of their marital, civil partnership or family status.

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## Race

The racial and cultural diversity of our communities is represented at all levels of the organisation through:

- Challenging racial stereotypes
- Understanding, respecting and valuing different racial and cultural backgrounds and perspectives.

## Disability

The abilities of disabled people are recognised and valued at all levels of the organisation through:

- focusing on what people can do rather than on what they cannot
- challenging stereotypes about people with disabilities
- making appropriate adjustments in the workplace to help people with disabilities achieve their full career potential.

## Age

Age diversity within the workforce is promoted and valued through:

- Challenging age stereotyping
- Recognising the benefits of a mixed-age workforce.

## Religious belief and political opinion

People are treated fairly in the workplace irrespective of their religious beliefs and practices or political opinions by recognizing individuals' freedom of belief and right to protection from intolerance and persecution.

## HIV

Discrimination against an employee or potential employee on grounds that he or she has, or is thought to have, HIV or AIDS is not acceptable, and confidentiality will be respected in line with the wishes of an individual with HIV or AIDS.

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## Sexuality

People are treated fairly in the workplace irrespective of their sexuality through:

- Respecting different lifestyles
- Challenging negative stereotypical views.

The Trust 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

## 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 Trust's principles of achievement, relevance and access.
- To ensure access to the schools premises, curriculum and extended provision for all pupils.

## Trust Procedures

All incidents involving discrimination should be reported to a senior 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). Guidelines for the reporting of racist incidents have been reviewed and a copy of the form to be used is available in school.

## 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 following gender equality guidelines

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

## Community cohesion

The Bridge London Trust will promote good relations between different cultural and ethnic groups through teaching, learning and through the curriculum. We will equip our pupils with the skills to live and thrive alongside people from many different backgrounds.

## 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.

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Our D&E Policy 2019 – 2020 acknowledges the Equality Act 2010 and all subsequent amendments to date and further, incorporates all [public sector equality duty](#) legislation.

**Policy Owner and Contact Details**

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Next Review Date: September 2020