

Bridge Specialist Academy Equality Statement



School Aims;

- Ensuring all our pupils value all their learning opportunities and experiences and become life-long learners;
- Providing a safe, secure environment where pupils are encouraged to adopt healthy lifestyles;
- Recognising the worth of individuals, developing their independence and their self-esteem;
- Encouraging respect, tolerance and consideration not only within the school but among the wider community;
- Providing consistent expectations for behaviour for learning;
- Delivering a broad balanced curriculum through a range of teaching and learning experiences;
- Respecting the right to a common curriculum where pupils can enjoy their education;
- Encouraging pupils to prepare for their future economic well-being;
- Establishing and maintaining positive partnerships with parents and carers and their children.

Reasons for having the policy and its status;

The Equality Act 2010. The Equality Act 2010 (Specific Duties) Regulations 2011. The UN Convention on the Rights of the Child, the UN Convention on the rights of people with Disabilities and the Human Rights Act 1998.

Policy Statement;

As a school we accept our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

We recognise that our duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely

At Bridge Specialist Academy all people are valued as individuals. We will therefore work to ensure that every member of the school community is regarded as being of equal worth and importance, irrespective of their colour, ethnicity, home language, religion, class, lifestyle, political opinion, cultural and social background , gender, sexual orientation, age or ability.

Links to Other Policies;

Monitoring Arrangements;

Headteacher report to governors

Review Arrangements;

Every 4 years – September 2020.

Signature.....
Chair of Governors

Date.....