



Approval	Name	Signature	Date
Approved for Issue (Chair of Management Committee)	Michayla Poulton		Sept 22

Equality Policy

1. PURPOSE

This policy describes the objectives and approach at the Bridge Achievement Centre towards the development and implementation of equal opportunities for all.

2. SCOPE

This policy applies to all of the Bridge Achievement Centre's pupils, staff, parents/carers, management committee, contractors, and other volunteers.

3. RELATED POLICIES

This policy is complementary to, and should be read in conjunction with, all of the Bridge Achievement Centre's existing policies

4. POLICY AIMS AND OBJECTIVES

The centre is committed to working towards equality of opportunity for all, promoting positive approaches to differences and fostering respect for the diversity evident in our centre. The centre is opposed to all forms of prejudice and discrimination. Language or behaviour that is potentially damaging to any group will not be tolerated and will be challenged. The centre recognises that Wales and the UK are made up of many diverse groups and it is important that all students are adequately prepared to live and participate in such a diverse society.

This policy is designed to prevent individuals or groups in our centre community experiencing discrimination or disadvantage of any kind, whether it be related to their ethnicity, nationality, gender, sexuality or disability. The main means of achieving this is by developing in our students positive attitudes through their curriculum and extra-curricular activities. These activities will be further complemented by the range of support structures provided by the centre.

The Equality Policy ensures equal opportunities and prevention of discrimination for the following protected characteristics:

- Age
- Gender
- Disability
- Race
- Religion and Belief
- Sexual Orientation
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Marriage
- Welsh Language

In addition -

In a centre context, many of the above would also be considered to be disadvantaged learners. Those students eligible for free school meals are also considered to be disadvantaged learners. Therefore this Strategic Equalities Plan will also include, consider and cater for FSM students alongside the protected characteristics.

Areas for development linked to equalities are listed in the School Development Plan and will be reviewed annually in line with WG guidance.

The Accessibility Plan also shows areas for development for students and staff with disabilities.

5. Responsibilities

Management Committee

The Management Committee is responsible for ensuring that the centre complies with all relevant anti-discriminatory legislation.

With assistance from the Manager, the Management Committee has responsibility for implementing appropriate courses of action to enable the centre to adhere to this Equal Opportunities Policy.

Manager

The Manager has overall responsibility, with the Management Committee, for implementing appropriate courses of action to enable the centre to adhere to this Equal Opportunities Policy.

The Manager ensures that all staff receive training and are informed of the implications of the policy, including the relevant legislation.

It is recognised that all staff have a responsibility to promote equal opportunities within the centre. However, to ensure appropriate focus and a strategic approach a named person will be identified.

Named Person for Equalities

The named person for Equalities or Equal Opportunities is **Amanda Veater**.

The named person ensures that the centre regularly reviews and evaluates all policies and practices in relation to Equal Opportunities, leading to the setting of targets which address aspects of inequality or disadvantage in all of the centre's activities.

PSE Co-ordinator

The PSE Co-ordinator ensures that equality issues are addressed in the implementation of the PSE Framework throughout the centre, developing attitudes which promote understanding of diversity and equality, which encourage positive, healthy relationships and which challenge prejudice and discrimination.

Teaching Staff

All teaching staff are responsible for keeping up-to-date with Equal Opportunities legislation and matters. Regular training opportunities and information sharing will ensure that all staff are kept abreast of such legislation and matters. They know how to promote equality and diversity within the classroom and how to identify and challenge bias and stereotyping. In their teaching they encourage positive working relationships between the diverse

range of pupils ensuring that all are included in activities and home access to the curriculum.

Teaching staff should never discriminate, or allow personal feelings, prejudice or assumptions about different groups to affect their treatment of particular pupils, parents or other staff.

Support Staff

All support staff are responsible for ensuring that they do not discriminate in carrying out their functions, or allow personal feelings, prejudices, assumptions or stereotypes about different groups to affect their treatment of particular pupils, parents or other staff.

All Employees

All centre employees have a responsibility to read, understand and comply with this policy.

Visitors & Contractors Working on Site

Every effort will be made to ensure that all visitors or contractors working on site are made aware of the centre's stance on equalities' issues. This will be via the means of displayed information.

6. Consultation

This policy was developed in consultation with the following:

- Staff
- Students
- Parents/carers
- Management Committee
- Community groups/representatives
- GEMS

7. Communication

The full policy is:

- published in the staff policy files

- given to all non-LA contractors or service providers, who are made aware of their need to comply with the policy and are asked for their own.
- brought to the attention of parents and is available on request for parents, visitors and members of the wider community.
- published on centre web-site.

The Equal Opportunities summary is:

- sent to all job applicants
- displayed around the centre premises
- available on request for parents, visitors and members of the wider community.

Translation of this policy can be provided upon request.