



Equality Information and Objectives 2023 - 25

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1. Aims

Two Bridges School aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics, including between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our Funding Agreement.

3. Roles and responsibilities

Two Bridges School will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the School, including to staff, students and parents, and that they are reviewed and updated at least once every three years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Leaders in the school.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and students.
- Monitor success in achieving the objectives and report back to the Management Committee.

All staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

Two Bridges School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and MC members are regularly reminded of their responsibilities under the Equality Act. New staff receive training on the equality objectives as part of their induction, and all staff receive refresher training every year.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Two Bridges School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. members of the School community with disabilities, who are gay/lesbian/trans and who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim staff and students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all to be involved in the full range of school activities)

In fulfilling this aspect of the duty, Two Bridges School will:

- Analyse the performance data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Monitor the equality information as given by candidates as part of any job or volunteering opportunity applications.

6. Fostering good relations

Two Bridges School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting friendship and understanding of a range of religions and cultures through different aspects of our curriculum. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures
- Using tutor times to deal with relevant issues. Students will be encouraged to contribute views and feeling and we will also invite external speakers to contribute where appropriate
- Working with our local community. This includes organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the School. All students are encouraged to participate in Enrichment Programmes and activities, such as extra curricular clubs. We also work with families to promote knowledge and understanding of different cultures

- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach
- Supporting and encouraging adults working in and with our School to be positive role models across a range of protected characteristics.

7. Equality considerations in decision-making

Two Bridges School ensures it has due regard to equality considerations whenever significant decisions are made.

The School always considers the impact of significant decisions on particular groups. For example, when a trip or activity is being planned, the School considers whether the trip:

- Cuts across any religious holidays
- Is accessible to students with disabilities
- Has equivalent facilities for males and females
- Will cater equally for those without a binary gender identity

8. Equality objectives

Aim	Action to be taken	Desired impact
To increase staff and MC member understanding of equality and its implications on a day to day basis, and in this way to reduce or remove inequalities in attainment throughout the School, particularly inequalities relating to the protected characteristics listed in the Equality Act 2010.	Provide specific information for staff on the School equality objectives via the staff handbook. Use opportunities as they arise during INSET Days to provide training on equality and diversity.	All staff and MC members aware of legislation and responsibilities of all stakeholders.
To monitor and analyse student progress and achievement by race, gender, and disability and act on any trends or patterns in the data that require additional support for students.	Termly data analysis including key groups. Reporting data on key groups to MC members. Specific targeted provision in place to support student progress.	To narrow the gap between disadvantaged students and their peers.
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.	Deliver specific programmes through our curriculum and provide support for staff to ensure that they have the necessary resources to implement this provision. Use Tutor times to reference spiritual, moral, social and cultural themes and provide time for students to reflect on these.	Spiritual, moral, social and cultural development will be embedded across the School learning.

<p>To review levels of student, staff and parental engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.</p>	<p>Ensure the School environment is as accessible as possible to students, staff and visitors to our schools. Monitor the impact of parental engagement opportunities and the level of access.</p>	<p>Fostering good relationships across the whole community. Ensuring there is equal participation opportunities for all students, staff and parents.</p>
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9. Monitoring arrangements

The Headteacher will update the equality information we publish at least every year.

This document will be reviewed by the Management Committee at least every 3 years.

10. Links with other policies

This document links to the following policies:

- Accessibility Plan
- Anti-Bullying
- Behaviour
- Equal Opportunities
- Safer Recruitment
- Child Protection and Safeguarding
- SEND
- Supporting Students with Medical Conditions