



FIRST BRIDGE SCHOOL

Equality, diversity and inclusion policy

Reviewed: March 2026
Next review: August 2026

Introduction

- We are all responsible for the implementation of this equality, diversity and inclusion policy which includes keeping abreast of equalities legislation, challenging and dealing with incidents of discrimination, bias and stereotyping, and ensuring that we never discriminate on the basis of any protected characteristic under the Equality Act 2010 which include age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- Our commitment to equality involves tackling the barriers which could lead to unequal outcomes for identified groups and individuals including pupils, staff, families and visitors.

Core values

- We believe that equality should filter through all aspects of school life and is the responsibility of every member of the school and wider community. We actively celebrate the diversity of our pupils and staff.
- Every member of our school community should feel safe, secure, valued and of equal worth. We treat everybody with dignity and respect.

Ethos

- We actively engender a welcoming ethos of openness and tolerance.
- All adults in our school are positive role models in their approach to all issues relating to equality. The school's leaders are especially instrumental in role-modelling mutual respect between all members of our school community.
- Displays around the school are of a high quality and reflect diversity across all aspects of equality.
- Reasonable adjustments will always be made (within the limitations of resources available) to ensure access for all, including pupils, families and visitors with disabilities and other additional needs.

- Pupils are given a voice, as far as practically possible, including through 'School Council'.

The curriculum, including political impartiality

- We aim to provide all our pupils with equal opportunity to flourish.
- The curriculum and resources, such as applications and books, help to prepare pupils for life in a diverse society. Non-stereotypical materials are used in the teaching of all subjects, which reflect accurately a range of cultures and identities.
- The curriculum is truly personalised; adjustments are made to the curriculum and timetabled on a pupil-by-pupil basis in order to ensure that pupils' needs are catered for.
- All teaching is unbiased and balanced. Teachers know that they must never promote partisan political views in the teaching of any subject. Where political issues are brought to the attention of pupils, teachers always offer pupils a balanced presentation of opposing views.
- Provision is made to provide for the cultural, social, moral and spiritual needs, including faiths, of all pupils through the planning of assemblies, classroom-based and off-site activities.

Recruiting staff

- Colleagues involved in selection and recruitment are trained and aware of what they should do to avoid discrimination and to ensure best equality practice through the selection and recruitment process.
- Employment policy and procedures are reviewed regularly to check conformity with legislation.

Challenging harassment, discrimination and bullying

- We always challenge all types of discriminatory behaviour, including through our anti-bullying strategy and staff disciplinary and grievance procedures. Where incidents of misbehaviour and bullying occur in relation to equality (e.g. discriminatory language against a protected characteristic), these are dealt with in line with our behaviour policy for pupils and our discipline, conduct and grievance procedures for staff.



Sexual harassment

- First Bridge School has a zero-tolerance stance on sexual harassment. All reasonable steps are taken to proactively reduce the possibility of sexual harassment in the workplace, including by third parties (such as visitors, contractors). Any incidents are dealt with robustly in line with our staff discipline, conduct & grievance procedures, and/or the whistleblowing policy.