



## Equality Information and Objectives Statement 2017

### Our Vision for Equality:

At The Bridges Federation schools we welcome our duties under the Equality Act 2010, and in particular our duties in regard to the Public Sector Equality Duty-to eliminate discrimination, advance equality of opportunity and to foster good relations.

We are also fully committed to meeting our responsibilities in regards to- The Prevent Strategy, Promoting British Values, Child Sex Exploitation, Young Carers, and any other Government backed equality initiatives.

Our aim is to provide a framework that supports our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between different groups of people. It is also intended to help tackle issues of disadvantage and underachievement of different groups.

As such, we recognise that the whole school communities working together, encouraging strong, positive relationships between pupils, staff, parents, governors and other schools' stakeholders helps to provide the best education and life experiences for all our pupils.

We promote the principles and practices of equality and justice throughout the schools and we aim to be schools where everyone:

- is respected and respects others
- takes part in the life of the schools
- achieves to their potential
- develops skills essential to life
- exercises choice
- celebrates cultural diversity

As an employer we will not discriminate on any of the following:

- Age
- Disability
- Gender re-assignment
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Nor as a school or employer will we accept any of the following:
- Direct discrimination
- Indirect discrimination
- Associative discrimination
- Harassment
- Harassment by a third party
- Victimisation

Our pupil population (2016 Raiseonline Data), 95.76% of our pupils are White British; 1.3% are other white background, and 2.1% are other mixed background. We have individual pupils with a range of special educational needs and disabilities, or EHC/Statements and in total they represent 22.33% of our population.

### School Equality Objectives 2017

Our equality objectives links with our schools' ethos and aims and every pupil is included in the target. The Bridges Federation schools aim to ensure all pupils reach their full potential and maximise skills and build character in pupils and staff so that they are



confident, resilient, respectful, tolerant and caring citizens in a multi-cultural and rapidly changing world.

Robust monitoring and tracking systems are firmly in place. Any needs affecting groups of children are identified through termly pupil progress meetings, analysis of attainment levels, progress made at school, year and class level, review meetings and analysis of the behaviour incident records. Steps needed to address any issues are taken swiftly and thoroughly. Evidence of this can be found in our Governors and staff meeting minutes, Equality Policy, Behaviour Policy and other policies held by the school.

All staff and Governors strive to provide equal opportunities for all, regardless of any difference, making extra provision to enable all to achieve their best in all areas of school life.

In order to comply with the Equality Act 2010 and the specific duties for schools, we are required to publish our equality objective which is outlined below:

- To diminish the differences between the attainment and achievement of children receiving Pupil Premium and those without.
- To diminish the differences between School Support (SEND) pupils and their peers
- To ensure 100% of pupils make expected or better progress from their starting points
- To increase the participation of pupils entitled to Pupil Premium funding within our extended learning curriculum, including More Able, Gifted and Talented pupils

The steps we will take in response to these objectives will be included in our School Improvement Plan (SIP).

Our equality objective is to:

- Track the progress of all pupils and vulnerable groups to ensure appropriate progress is maintained.
- To maintain and accelerate the progress of pupil receiving Disadvantaged Pupil Premium and ensure that Disadvantage Pupil Premium expenditure continues to have a positive impact on outcomes for those pupils targeted.
- To maximise the skills of and build character in pupils and staff so that they are confident, resilient, respectful, tolerant and caring citizens in a multi-cultural and rapidly changing world.

Related Policies: Anti-Bullying, Equality, SEN, Behaviour and Ourselves & Relationships (Sex Education).