



Equality, Diversity, Inclusion & Equal Opportunities Policy

Policy Owner: Bridge 2 Education & Employment

Linked Policies: Safeguarding & Child Protection Policy, SEND policy, staff code of conduct, Recruitment policy

Effective Date: June 2026

Review Date: June 2027

Policy statement

Bridge 2 Education & Employment (B2EE) is committed to promoting equality, diversity, inclusion and human rights across all aspects of its provision.

B2EE believes that every child, young person, parent, carer, staff member, volunteer, visitor and stakeholder has the right to be treated with dignity, respect, fairness and compassion.

We are committed to ensuring that all services are delivered in a non-discriminatory, professional, culturally aware and religiously sensitive manner by appropriately trained staff and volunteers.

B2EE actively promotes an environment where diversity is valued, individual differences are respected and barriers to participation are removed wherever possible.

All staff, pupils, professionals, parents/carers etc will be always treated with dignity and respect.

Purpose

The purpose of this policy is to:

- Promote equality of opportunity.
- Eliminate unlawful discrimination.

- Foster positive relationships.
- Promote inclusion and belonging.
- Ensure fair access to services.
- Support vulnerable learners.
- Meet statutory obligations.
- Ensure services are culturally and religiously sensitive.
- Provide a framework for addressing discrimination and prejudice.

Legal Framework

This policy is informed by:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989
- Children Act 2004
- SEND Code of Practice
- Keeping Children Safe in Education (KCSIE 2025)
- Working Together to Safeguard Children
- Public Sector Equality Duty
- Education Act 2011
- Special Educational Needs and Disability Regulations

Commitment to Equality

B2EE will ensure that no individual is treated less favourably because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These characteristics are protected under the Equality Act 2010.

B2EE also recognises the importance of supporting individuals who may experience disadvantage due to:

- Special educational needs
- Mental health needs
- Social and emotional needs
- Care experience
- Socio-economic disadvantage
- English as an additional language
- Neurodiversity
- Previous trauma

Our Values

B2EE is committed to:

Respect

Treating all individuals with courtesy, kindness and professionalism.

Inclusion

Ensuring all learners can access opportunities regardless of background or circumstance.

Diversity

Recognising, celebrating and valuing differences.

Equity

Providing support according to need to ensure fair outcomes.

Belonging

Creating a culture where everyone feels welcomed, safe and valued.

Service Delivery

B2EE will deliver services in a manner that is:

Non-Discriminatory

No individual will be excluded, disadvantaged or treated unfairly.

Professional

All staff will demonstrate professionalism, integrity and accountability.

Culturally Sensitive

Staff will respect cultural backgrounds, traditions and customs.

Religiously Sensitive

Reasonable adjustments will be made wherever possible to accommodate religious observance, dietary requirements, prayer needs and faith-based beliefs.

Trauma Informed

Staff will understand the impact of trauma and adverse childhood experiences.

Inclusive

Learning environments and opportunities will be accessible and welcoming to all.

Learner Entitlement

All learners attending B2EE have the right to:

- Feel safe.
- Be treated with dignity and respect.
- Be listened to.
- Have their views considered.
- Access education without discrimination.
- Receive appropriate support.
- Be protected from harassment, bullying and victimisation.
- Have their individual needs recognised.

Equality in Admissions

B2EE operates a fair and transparent admissions process.

Decisions regarding placement suitability will be based upon:

- Educational need
- Risk assessment
- Ability to meet need
- Available resources

Admissions decisions will never be based upon protected characteristics.

Equality for Children with SEND

B2EE recognises that many learners accessing Alternative Provision have SEND.

Reasonable adjustments will be made to ensure learners can:

- Access learning.
- Participate in activities.
- Access educational visits.
- Engage in enrichment opportunities.
- Access information and support.

Individual needs will be considered through:

- EHCPs
- Provision Maps
- Risk Assessments
- SEN Reviews
- Annual Reviews

Equality in Recruitment

B2EE is committed to equality of opportunity in employment.

Recruitment decisions will be based solely upon:

- Skills
- Experience
- Qualifications
- Suitability for the role

The organisation will not tolerate discrimination during:

- Recruitment
- Selection
- Promotion
- Training
- Career development
- Performance management

Staff Conduct

All staff, volunteers and contractors are expected to:

- Treat others fairly.
- Demonstrate respect.
- Challenge discrimination.
- Promote inclusion.
- Maintain professional boundaries.
- Model positive behaviour.
- Respect confidentiality.
- Act in accordance with this policy.

Failure to do so may result in disciplinary action.

Bullying, Harassment and Victimisation

B2EE operates a zero-tolerance approach to:

- Bullying
- Harassment
- Victimisation
- Racism
- Sexism
- Homophobia
- Biphobia
- Transphobia
- Religious intolerance
- Disability discrimination
- Hate incidents

All concerns will be taken seriously, investigated and addressed appropriately.

Curriculum and Learning

B2EE promotes equality and diversity through:

- Personal Development
- PSHE
- Citizenship
- Careers Education
- Preparation for Adulthood
- British Values
- Community Engagement

Learners are encouraged to:

- Respect difference.
- Challenge prejudice.
- Celebrate diversity.
- Develop empathy.
- Become responsible citizens.

Staff Training

All staff receive training in:

- Equality and Diversity
- Safeguarding
- SEND
- Professional Conduct
- Trauma-Informed Practice
- Cultural Awareness
- Anti-Discriminatory Practice

Training is refreshed regularly.

Accessibility

B2EE will make reasonable adjustments to support access to services.

This may include:

- Alternative formats
- Visual support
- Communication support
- Flexible arrangements
- Adapted resources
- Physical adjustments

Where required, interpretation and translation services will be arranged.

Monitoring and Quality Assurance

B2EE monitors equality and inclusion through:

- Learner feedback
- Parent feedback
- Complaints analysis
- Safeguarding monitoring
- Attendance data
- Behaviour data
- Destination outcomes
- Quality assurance reviews

The organisation will review practice regularly to ensure equitable outcomes for all learners.

Complaints

Any individual who believes they have experienced discrimination may raise concerns through:

- Informal discussion
- Formal complaint procedures
- Safeguarding processes (where appropriate)
- Whistleblowing procedures

All complaints will be investigated fairly and promptly.

Accountability

The Provision Manager is responsible for ensuring this policy is implemented effectively within the provision with the Operations Director taking full accountability overall.

All staff share responsibility for promoting equality, diversity and inclusion.

Failure to comply with this policy may result in disciplinary action.

Policy Review

This policy will be reviewed annually or sooner if:

- Legislation changes.
- Guidance changes.
- Significant incidents occur.
- Quality assurance processes identify improvements.

B2EE remains committed to creating a culture where every individual is valued, respected and able to achieve their full potential regardless of background, identity or circumstance.

Policy Approval

Policy Owner: Bridge 2 Education and Employment

Approved by: Director of Operations

Date Approved: June 2026

Next Review Date: June 2027

APPENDIX 1 – Equality Impact Assessment (EIA)

Bridge 2 Education & Employment (B2EE) is committed to ensuring that its policies, procedures and practices do not unlawfully discriminate against any individual or group and actively promote equality, diversity and inclusion.

An Equality Impact Assessment (EIA) is undertaken to assess whether policies, decisions or changes to practice may have a positive, negative or disproportionate impact on individuals with protected characteristics.

Policy/Procedure Being Assessed

Policy Name:

Equality, Diversity, Inclusion & Equal Opportunities Policy

Assessment Date:

Assessed By:

Review Date:

Groups Considered

The following protected characteristics have been considered:

Protected Characteristic	Potential Impact Identified	Action Required
Age	None identified	Continue monitoring
Disability	Positive impact through reasonable adjustments	Ongoing review
Gender Reassignment	No adverse impact identified	Continue monitoring
Marriage/Civil Partnership	No adverse impact identified	Continue monitoring
Pregnancy/Maternity	No adverse impact identified	Continue monitoring

Race	Positive impact through inclusive practice	Ongoing review
Religion/Belief	Positive impact through cultural and religious sensitivity	Ongoing review
Sex	No adverse impact identified	Continue monitoring
Sexual Orientation	No adverse impact identified	Continue monitoring

Additional Vulnerable Groups Considered

B2EE has also considered potential impacts upon:

- Pupils with SEND
- Pupils with SEMH needs
- Children Looked After
- Care Leavers
- Young Carers
- Pupils from disadvantaged backgrounds
- Pupils with English as an Additional Language
- Pupils experiencing mental health difficulties
- Pupils at risk of exploitation

Assessment Outcome

- No adverse impact identified
- Minor impact identified – action required
- Significant impact identified – further review required

APPENDIX 2 – Protected Characteristics Monitoring Statement

Commitment to Monitoring Equality

B2EE recognises the importance of monitoring equality, diversity and inclusion to ensure all learners, staff, families and stakeholders receive fair and equitable treatment.

The organisation will monitor the impact of its policies, procedures and service delivery against the protected characteristics defined within the Equality Act 2010.

Monitoring information will be used solely to:

- Promote equality of opportunity.
- Identify barriers to participation.
- Improve service delivery.
- Monitor outcomes.
- Reduce disadvantage.
- Support strategic planning.
- Meet commissioning and quality assurance requirements.

Protected Characteristics Monitored

Where lawful, proportionate and appropriate, B2EE may collect and analyse information relating to:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race and Ethnicity
- Religion or Belief
- Sex
- Sexual Orientation

Additional Characteristics Monitored

B2EE may also monitor:

- SEND status
- EHCP status
- Looked After Child status
- Care Experienced status
- Young Carer status
- English as an Additional Language
- Attendance
- Behaviour incidents
- Suspensions and exclusions
- Achievement and progress

- Post-16 destinations

Areas Reviewed

Equality monitoring may be undertaken in relation to:

Learners

- Admissions
- Attendance
- Achievement
- Progress
- Behaviour
- Safeguarding
- Destinations

Staff

- Recruitment
- Retention
- Training
- Promotion
- Professional development

Service Delivery

- Accessibility
- Curriculum access
- Educational visits
- Enrichment activities
- Complaints
- Stakeholder feedback

Data Protection

All monitoring information will be:

- Processed lawfully.
- Held securely.
- Managed in accordance with UK GDPR.
- Used only for legitimate educational and quality assurance purposes.

Individual information will not be shared unless required by law or safeguarding obligations.

Review and Reporting

Equality monitoring information will be reviewed:

- Termly by senior leaders.
- Annually through quality assurance processes.
- During commissioning reviews.
- As part of policy reviews.

Findings will be used to inform continuous improvement and ensure that B2EE remains an inclusive, accessible and equitable provision for all learners.

Equality Commitment

B2EE is committed to ensuring that every learner, family, staff member and visitor is treated with dignity, fairness and respect, regardless of their background, identity, beliefs or personal circumstances.

The organisation actively celebrates diversity and challenges discrimination in all forms.



