



Equality and Diversity Policy

Date of review Reviewed By Date of next review	July 2024 Director - K Barclay July 2025
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Bridge the Gap Malvern complies with the Equality Act 2010 (Requirements for Schools).
<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

The policy relates to students, staff and others using the centre's facilities.

The 'protected characteristics' referred to in this policy apply to the following:

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

How these specifically apply in each instance will vary, depending upon the context, and whether it is concerning students, staff or those using the centre's facilities. Proportionality and due regard will apply when giving due consideration to what is required.

For students, staff and others using the centre facilities, Bridge the Gap Malvern (BTGM) are committed to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Equality Act 2010,
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not

BTGM is committed to giving all students every opportunity to achieve the highest standards by:

- taking account of their varied experiences and needs;
- offering a broad and balanced curriculum;
- having high expectations of all students

BTGM promotes the principles of fairness and justice for all through the education that it provides through the centre.

BTGM seeks to ensure that, wherever possible, all students have equal access to the full range of educational opportunities provided by BTGM.

BTGM strives to constantly identify and remove any forms of indirect discrimination that may form barriers to learning for some groups by regularly assessing the impact of its policies and practices.

BTGM ensures that recruitment, employment, promotion and development opportunities are open to all.

BTGM challenges personal prejudice and stereotypical views whenever they occur. The centre is aware that prejudice and stereotyping can be caused by misconception and by ignorance. Through positive educational experiences, and support for each individual's point of view, Bridge the Gap Malvern aims to promote positive social attitudes and respect for all.

BTGM values each student's worth, celebrating both people's individuality and the diversity of the community centred on the centre and shows the utmost respect for everyone.

BTGM and its staff strive to be proactive in tackling prejudice and unlawful discrimination.

Equal Opportunities in Recruitment

BTGM will ensure that no job applicant or employee is discriminated against on the grounds of the protected characteristics and will proactively monitor and review this over time and make changes where required to address any imbalance.

Recruitment and selection procedures and practices are regularly reviewed to ensure that no individual is put at a disadvantage either directly or indirectly, paying particular attention to the protected characteristics.

Employees are given an equal opportunity to progress within the organisation, and this will be monitored and reviewed on an ongoing basis by BTGM, with changes made where necessary to address any imbalance.

Equal Opportunities in the Curriculum

Every student has an equal entitlement to the curriculum regardless of academic ability, language, gender, race, disability, sexual orientation, religion or belief, age, pregnancy or maternity, or gender dysphoria.

Staff will actively encourage the breaking down of any traditional gender stereotyping regarding subject choices.

All forms of individual and subject support, guidance, amenities and facilities, including extra-curricular activities, will be equally available to all students, with particular attention given to equality of opportunity across the protected characteristics.

Behavioural expectations and disciplinary sanctions will be free of any bias in relation to the protected characteristics

Coaches will assess all materials and resources used for teaching and take appropriate action whenever possible to ensure that they reflect concepts, themes and information

which seeks to address stereotypes in relation to the protected characteristics, and remove discrimination. Coaches will try to ensure that all students feel that their language and culture is both acknowledged and valued.

BTGM actively encourages an ethos in which all students feel secure and valued.

Race

The term 'Race' refers to a person's ethnicity, race, nationality or national origin.

BTGM will strive to eliminate all forms of racism and racial discrimination; promote equality of opportunity; promote good relations between people of different racial groups. Such behaviour will be dealt with in accordance with the disciplinary procedure.

BTGM will not tolerate any form of racism or racist behaviour. Such behaviour will be dealt with in accordance with the disciplinary procedure.

BTGM endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity is promoted through the topics studied by the students and is reflected in displays, resources and events.

Cultural diversity and respect for others are celebrated and reflected across the whole curriculum. The curriculum will enhance students' understanding of British and world society and history, including the contributions of minority ethnic groups.

BTGM will give students the understanding they need to recognise prejudice and reject racial discrimination.

Gender / Sex

BTGM will be vigilant regarding its curriculum, procedures and materials for gender bias or inequality.

BTGM will encourage students to be aware of the rigid sexual stereotypes presented by, for example, the media, and will try to ensure that resources include non-sexist books which value the achievements of both women and men.

BTGM is committed to providing a curriculum which avoids unnecessary historical gender divisions. BTGM will endeavour to provide all students with experience in subjects traditionally considered to be suitable for a single sex e.g. construction, animal care, grounds maintenance, cooking etc.

BTGM tries to ensure that:

- coaches allocate their time fairly between the sexes
- coaches consider the difference in preferred 'learning styles' often displayed between boys and girls, and design lessons that provide opportunity to appeal to both genders
- all students have opportunities for working with students of both sexes
- the traditional sexual stereotypes are broken down (for example by not asking boys to move furniture whilst girls tidy up)
- students have opportunities for examining their own preconceived ideas of gender roles;
- students are encouraged to pursue less conventional subjects and interests, for example girls to read more non-fiction and boys more fiction; girls to develop mechanical interests and boys creative skills.

Disability

The term disability applies to a person when they have a physical or mental impairment; the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

BTGM is committed to meeting the needs of students with disabilities, as it is to meeting the needs of all within the centre. BTGM endeavours to meet the requirements of the Equality Act 2010, which specifies due regard should be given to consider the barriers that may exist to a student's access to education and how to remove them. All reasonable steps will therefore be taken to ensure that disabled students are not placed at any disadvantage compared to non-disabled students. The Equality Act also determines that where significant disadvantage exists, disabled people will be treated more favourably to address the imbalance. This will be taken into account when considering any necessary improvements.

Teachers will modify teaching and learning as appropriate for students with disabilities. For example, they may give additional time to complete certain activities or modify teaching materials or offer alternative activities where students are unable to manipulate tools or equipment.

Religion and Belief

BTGM respects the religious beliefs and practices of all staff, students, parents and visitors and will comply with all reasonable requests relating to the accommodation of a recognised religion or belief's observance and practice. This includes respect for lack of religion or belief, as in humanism and atheism.

Sexual Orientation

BTGM will make no assumption about the sexual orientation of any of the members of its community, including its students, teaching staff or those who use BTGM facilities.

In the curriculum, sexuality is taught within the context of loving relationships. Whilst heterosexual relationships are the most common in our society, we acknowledge that some students may develop a homosexual or bisexual orientation and that during development many will be still questioning their sexual orientation. Students' questions will be answered as they arise, honestly, factually and non-judgmentally.

Gender Reassignment

BTGM will be supportive of any young person undergoing gender reassignment and will support them to continue effectively with their education during that process.

BTGM will ensure that learners undergoing gender reassignment are protected from bullying or harassment relating to this and will work with the young person and their parents/guardians to manage this, including how, what and when to inform other learners and the approach taken.

Pregnancy and Maternity

BTGM will be supportive of students who become pregnant and will make reasonable and appropriate arrangements to assist them to continue with their education.

As well as normal practice arrangements in terms of maternity leave and employment protection, staff who become pregnant will be supported through pregnancy and maternity leave, with reasonable adjustments made where appropriate and necessary.

Age

BTGM will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion or suffers from harassment or victimisation because of their age.

Bullying (to be read in conjunction with centre's Anti-Bullying Policy)

BTGM is committed to identifying and tackling all forms of bullying, which can have a significant negative impact upon a student's well-being and academic achievement.

BTGM will take 'identity based' bullying relating to the protected characteristics particularly seriously, where a student's identity or perceived identity is being used as the basis for the bullying.

BTGM will address and take seriously, cases of 'cyberbullying', whereby bullying occurs through the use of information and communication technology, in particular, through the use of social media, such as Facebook, twitter or other social networking websites or text messaging. Where content is considered to be illegal, the Police will be informed.

Staff, students and parents will be encouraged and supported to report all incidents of bullying and cyberbullying.

The role of Centre Manager

The Centre Manager will ensure that the centre's policy on equal opportunities is implemented, and will be supported by the Directors in doing so.

The Centre Manager has responsibility for the duties which arise in relation to the requirements of the Equality Act 2010.

The Centre Manager will ensure that no-one is unlawfully discriminated against whilst in the centre on account of the protected characteristics.

The Centre Manager will set aside any prejudice and ensure that all students, fellow colleagues and those using BTGM facilities are treated fairly and with dignity and respect.

The Centre Manager will ensure that all staff are aware of the centre's policy on equal opportunities and that staff apply these guidelines fairly in all situations.

The Centre Manager will ensure that all appointment panels give due regard to this policy so that no-one suffers discrimination.

The Centre Manager will promote the principles of equal opportunity when developing the curriculum.

The Centre Manager will promote respect for other people in all aspects of centre life and view all incidents of unfair treatment with due concern.

The Centre Manager is accountable to the Board of Directors.

The role of Transition Coordinators

Transition Coordinators will set aside their own prejudices and ensure that all students, colleagues and those using the centre's facilities are treated fairly and with dignity and respect.

BTGM will address both direct and indirect discrimination against any child/young person, parent or visitor and will actively seek to identify and remove it. Ignorance of what constitutes discrimination is not lawful protection against an allegation and will therefore not be considered a defence.

When selecting classroom materials, Transition Coordinators will strive to provide resources which give positive images and which challenge stereotypical images in relation to the protected characteristics.

When designing schemes of work, Transition Coordinators will pay cognisance to this equal opportunities policy, both in the choice of topics to study and in how to approach sensitive issues. For example, history topics should include examples of the significant contribution made by women; in geography, attempts should be made to counter stereotypical images of Africa and Asia for example and to show the true diversity of development in different parts of the world. BTGM will promote positive discussion around equal opportunities.

Transition Coordinators will challenge any incidents of discrimination and draw them to the attention of the Centre Manager.

The role of students

students will be made aware of this policy and will be encouraged and supported to draw any incidents of discrimination to the attention of the teacher and/or Centre Manager via the Cause for Concern process.

The role of parents

Parents will be made aware of this policy through the centre website and home-centre agreement and will be encouraged and supported to draw any incidents of discrimination to the attention of appropriate staff and/or Centre Manager.

Dealing with allegations made

BTGM will take all allegations of discrimination very seriously, and will commit to investigating them properly and fairly. The outcome of any investigation will be determined under the centre's disciplinary procedures. BTGM will also foster a 'safe environment' where students or parents can feel confident to raise these issues, and be fully supported and protected throughout the procedures which may follow.

BTGM will take 'false allegations' of discrimination seriously, and this will be dealt with in the appropriate manner by BTGM under its disciplinary procedures. It is hoped that this will be rare and will normally only be determined following a fair and thorough investigation.

The role of visitors / contractors

All visitors and contractors are required to adhere to the centre's policy.

Monitoring / Review

The Centre Manager is responsible for monitoring the effectiveness of this policy. They will therefore:

- monitor the progress of students from minority groups, comparing it to the progress made by other students in the centre;
- monitor the staff appointment process so that no-one applying for a post at the centre is discriminated against;
- report to directors annually on the effectiveness of this policy in conjunction with its reporting in relation to the equality plan for the centre;
- take into serious consideration any complaints from students, parents, staff or visitors regarding equal opportunity;

- monitor the centre's student behaviour policy, and the number of exclusions, to make sure that students from minority groups are not unfairly treated.

This policy will be reviewed every two years, or earlier if it is considered necessary.