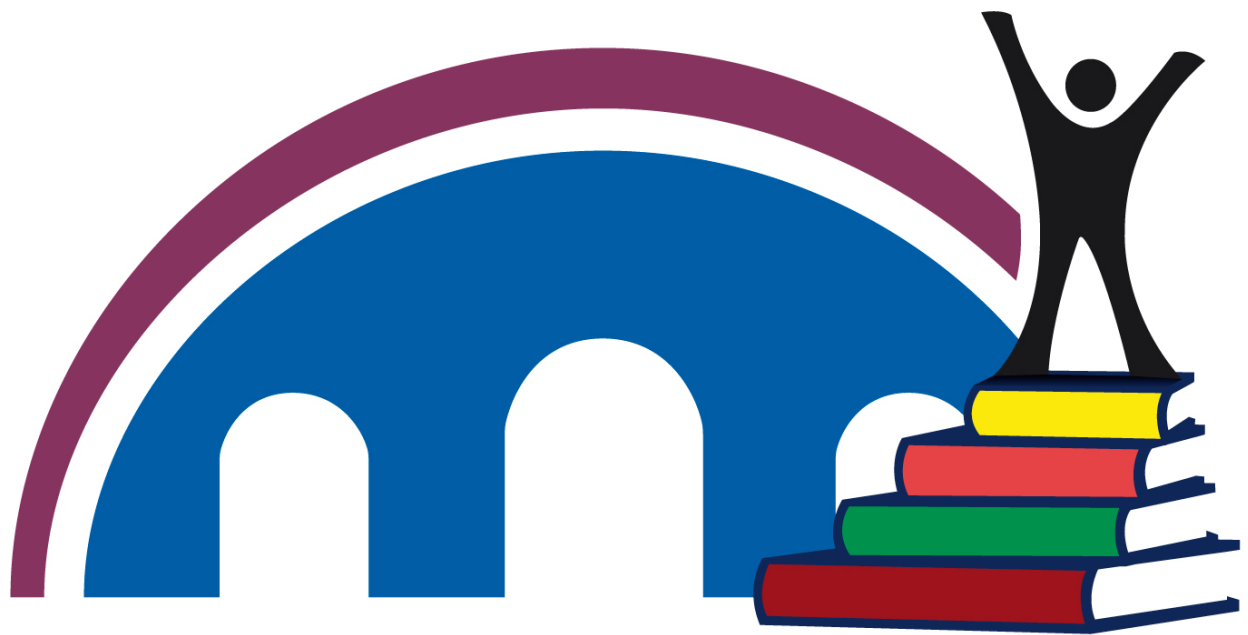




Bridge Academy Trust

STUDENT EQUALITY POLICY

September 2026

Summary of Changes

Section Number	Current wording	Proposed Amendment
2. Scope		New section added.
4. Equality Impact Assessment		New section added.
Section 7	Bridge Academy Trust ensures that all employees are trained in equality issues. This is done through National College annually and references the Equality Act 2010.	Reworded to make sense: 7.1 Bridge Academy Trust ensures that all employees receive annual training on equality and diversity through The National College. This training covers the requirements of the Equality Act 2010, including disability awareness.

Date of Draft Policy: (this is the month/year the policy was drafted)	April 2026	
Last approved version Frequency of review	March 2023 3 years	
Consultation with Staff Required	Yes ☐	No ☒
Period of Consultation (if required)	From N/A	To N/A
Trustees Committee Reviewing Document	Trustee Policy Review Committee	
Date of Board of Trustees Meeting at which Policy Approved	16 th June 2026	
Date of Adoption of Policy	1 st September 2026	
Date Policy available on Central Area/www (If appropriate)	1 st September 2026	
Reviewer	Director of Primary Education	
Advice From	The Key in association with Forbes solicitors	

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INTRODUCTION

- 1.1 This Student Equality Policy for Bridge Academy Trust brings together all previous policies, schemes and action plans around equality including those that we had previously for race, gender and disability. It includes all the protected characteristics covered under the Equality Act 2010 – [Advice for Schools](#), as well as other aspects which have the potential to discriminate against any individuals within the school community.
- 1.2 The Equality Act 2010 makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:
 - a) in relation to admissions,
 - b) in the way it provides education for pupils,
 - c) in the way it provides pupils access to any benefit, facility or service, or
 - d) by excluding a pupil or subjecting them to any other detriment.
- 1.3 Bridge Academy Trust is further committed to the development of cohesive communities within the schools' physical boundaries and within our local, national and global environments.
- 1.4 The purpose of this policy is to set out how our policies and practices have due regard to the need to:
 - a) Eliminate discrimination, harassment and victimisation;
 - b) Promote equality of access, opportunity and outcomes within each of our schools and within our wider community.
 - c) Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.
 - d) Break down barriers to ensure community cohesion within and across trust schools.
- 1.5 The Trust is committed to engaging with the school community in achieving better outcomes for our children and young people.

SCOPE

- 2.1 This policy applies to all pupils and prospective pupils of Bridge Academy Trust and to all aspects of school life across Trust schools. It also applies to Trustees, Local Governors, employees, volunteers, contractors, visitors and parents/carers, and informs all decisions and actions taken by or on behalf of the Trust in accordance with the Equality Act 2010.

ROLES AND RESPONSIBILITIES

TRUSTEES

- 3.1 It is the responsibility of the Trustees to:

- a) Ensure that the equality information as set out in this statement is published and communicated throughout the Trust, including to Local Governors, employees, students and parents/carers, and that they are reviewed and updated at least once every 4 years.
- b) Delegate responsibility for identifying objectives to the Headteacher/Head of School and Local Governing Committee. The Headteacher/Head of School may delegate this to a member of the Senior Leadership Team (SLT).
- c) Delegate the day-to-day responsibility for monitoring the achievement of the objectives to the Headteacher/Head of School and Local Link Governor/Local Governing Committee responsible for equality.
- d) Ensures that the appropriate training on Equality and Diversity is available to all employees.
- e) Delegate responsibility to the Headteacher/Head of School to ensure employees have completed The National College training session.

LOCAL GOVERNING COMMITTEE

3.2 It is the responsibility of each school's Local Governing Committee to:

- a) Receive an annual report from the Headteacher/Head of School highlighting any issues and how these are being addressed.
- b) Ensure they are familiar with all relevant legislation and the contents of this document.
- c) Evaluate and review the objectives annually.
- d) Ensure this policy is published on each school website.

HEADTEACHER/HEAD OF SCHOOL

3.3 It is the responsibility of the Headteacher/Head of School to implement or delegate the following:

- a) Ensure that Local Governors, staff, parents/carers, students and visitors and contractors are engaged in the development of and informed about the Equality Policy.
- b) Oversee the effective implementation of the policy.
- c) Ensure staff have access to training which helps to implement the policy.
- d) Develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available.
- e) Monitor the impact of the policy.
- f) Ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it.
- g) Report annually to the Local Governing Committee on the progress of the agreed objectives.

SENIOR LEADERSHIP TEAM

- 3.4 It is the responsibility of the Senior Leadership Team to:
- a) Implement the Equality Policy.
 - b) Provide a lead in the dissemination of information relating to the policy.
 - c) With the Headteacher/Head of School, provide advice/support in dealing with any incidents/issues.
 - d) Assist in implementing reviews of this policy as detailed in the School Development Plan.

EMPLOYEES

- 3.5 It is the responsibility of employees to have regard to this policy and work to achieve the objectives set out for their school.

PARENTS/CARERS

- 3.6 It is the responsibility of the Parents/carers to:
- a) Have access to the policy through a range of different formats appropriate to their requirements.
 - b) Be encouraged to actively support this Equality Policy.
 - c) Be informed of any incident related to this policy which could directly affect their child.

EQUALITY IMPACT ASSESSMENT (EIA)

- 4.1 An Equality Impact Assessment has been completed for this policy which identified no significant negative impacts.

LINKS WITH OTHER POLICIES

- 5.1 This Equality Policy is linked to the following policies and documents:
- a) Accessibility Policy
 - b) Equality and Diversity in Employment
 - c) Special Educational Needs and Disability (SEND) information report

RESPONDING TO PREJUDICE-BASED INCIDENTS

- 6.1 Bridge Academy Trust is committed to the prevention of prejudice-based incidents. We recognise that these behaviours may be driven by negative assumptions, stereotypes or misinformation which are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism. Schools will take decisive action to prevent, challenge and eliminate any such behaviour.
- 6.2 Through the ethos of Bridge Academy Trust, each school, and the curriculum, we want our students to understand better the diversity that exists in society. Our schools provide opportunities for them to explore the subtleties and complexities in order to prevent and respond to incidents and situations. Our schools address the experience, understanding and needs of the victim, the perpetrator and the wider school community through our actions and responses and curriculum.
- 6.3 All alleged and confirmed prejudice-based incidents is recorded on CPOMs or MyConcern and investigated in line with Essex County Council guidance. Records are used to identify trends and patterns, so that approaches in place provide appropriate responses in terms of support.

TRAINING

- 7.1 Bridge Academy Trust ensures that all employees receive annual training on equality and diversity through The National College. This training covers the requirements of the Equality Act 2010, including disability awareness.