

Public Sector Equality Duty Updated September 2024

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**

Everything we do to address this objective is underpinned by all of the policies we have in place. Understanding and following these will prevent any prohibited conduct. These are reviewed at the required intervals by staff and Governors. Everyone who works at, learns at or visits Bridgewater is subject to these policies and their conduct monitored accordingly. There have been no reports of any discrimination, harassment or victimisation but procedures are in place to address such behaviour should a situation arise.

One aspect of the Personal, Social, Health and Economic education (PSHE) curriculum focuses on educating children about unlawful discrimination, harassment and victimisation and teaches & encourages them how to get along with one another, regardless of background, culture or personal characteristics. Further information about our curriculum, along with our accessibility plan, can be found on our website - <https://www.bridgewater.newcastle.sch.uk/our-school/school-policies/>

Information about how the 9 protected characteristics are promoted at Bridgewater, is also accessible on our website - <https://www.bridgewater.newcastle.sch.uk/curriculum/personal-development/protected-characteristics/>

Furthermore, we ensure that the physical environment is appropriate for all visitors to our site and not restrictive in any way. This was previously audited by Direct Access Consultancy.

We adopt a fully inclusive practice. We take measures to ensure all children, members of staff, volunteers and other visitors have the same opportunities as their peers. We work hard and put things in place to overcome potential barriers, such as substantially subsidising the cost of school trips to ensure no child is prevented from attending. Support is also put in place to assist children in class if they are finding it difficult, for whatever reason.

Any incidents which are raised are treated seriously, dealt with accordingly and recorded. Reference can be made to the Anti-Bullying Policy, Behaviour Policy, Inclusion Policy and Behaviour Log. All policies are displayed on our website – <https://www.bridgewater.newcastle.sch.uk/our-school/school-policies/>

- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**

A great deal of time and money is invested to ensure children who have a special educational need or disability or children where English is an additional language can access the curriculum, socialise and enjoy the many opportunities Bridgewater has to offer. We work with a number of external professionals to provide the necessary support that our children require. For further details please see our annual SEN information and impact reports - <https://www.bridgewater.newcastle.sch.uk/parents/sen-provision/>

Specialist staff are also employed to address any needs. We currently employ a Family Support Worker (who is a fully qualified Social Worker) and a Wellbeing Officer, along with having access to other specialist staff when required. In addition, we also purchase dance tuition and a music & drama teacher. All of these services help to advance equality of

opportunity among everyone within the school community. School Health colleagues also work with the children around relationships.

All staff receive a performance appraisal, they all have access to training and are all provided with opportunities & support to further their career.

Each and every day we provide a free breakfast, mid-morning toast, fruit and milk to every child. This ensures that no child goes hungry, they are suitably prepared for the day ahead and able to focus on their learning. We also subsidise the cost of school meals for those who are required to pay so that a lunch only costs £1 per day. To cover each school holiday, food vouchers are provided to all families who qualify for free school meals.

Every child is provided with a free PE kit. This ensures that they can all access PE with the suitable clothing and without feeling different in any way to their peers.

In addition, to ensure that each child has the same opportunity as their peers, we purchased a number of tablets and SIM cards (for Internet access) and provide them to those families whom we are aware do not have access to such technology. This allows the children to continue with their learning at home.

Each term we undertake pupil progress meetings and target reviews to enable the Class Teacher, Headteacher and Deputy to discuss each child's progress and achievement; addressing any issues, agreeing actions and ensuring each child has the support they require to achieve their full potential. Various data sets provide us with clear indications of any need to narrow the gap for vulnerable groups. These are also discussed with the Senior Leadership Team and Governors.

Pupil Premium is used to ensure that all eligible pupils receive the additional support they require. Other pupils also receive this support alongside where needed. Pupil Premium spend includes the employment of specific job roles; intervention work; one-to-one tuition; before and after-school provision; continuous professional development; and additional resources. For further details please see our annual Pupil Premium report - <https://www.bridgewater.newcastle.sch.uk/our-school/pupil-premium/>

Sport Premium has continued to be used to promote equality of access and opportunity with regards to sport and physical education (PE). Staff capabilities and confidence have been developed, high quality PE lessons created and greater opportunities for sporting competitions and clubs for all our young people generated.

In recent years one of the appraisal targets for the Head has focused on the Public Sector Equality Duty and is obviously reviewed by Governors and our Achievement Partner annually.

- **Foster good relations between people who share a protected characteristic and those who do not.**

Throughout the school year we have themed assemblies, tailored lessons and days full of activities around respecting people's backgrounds and beliefs. The children also attend Harvest, Christmas & Easter services at a local church. In the past we have also visited other places of worship and will continue to do this in the future. Furthermore, we have good links with and visits to Hadrian Special Needs School.

A particular relevant initiative we have operating in school is Play Buddies. One of their main aims is to foster good relations between all children. We also run an active and effective School Council, who are there to represent the views of their fellow classmates.

As a school we hold two specific, tailored weeks each year. These are, 'Getting to Know You' week and 'Friendship & Caring' week (as part of anti-bullying week). Various activities are arranged, while lessons and assemblies have a focus on fostering good relations. In addition, we buy in One Day Creative workshops, performances and curriculum resources which aim to empower children to believe in themselves and fulfil their dreams.

In addition, a number of policies, in particular the Equality Policy. All governors & staff are aware of all policies and they are consistently fully implemented and reviewed when required.

As mentioned above, the PSHE curriculum also addresses this objective.

All 3 above objectives are regularly discussed in Governor meetings and recorded in the minutes.