Marden Bridge Middle School

Empowering Minds Inspiring Futures

Equality & Diversity Policy 2026

Approved by	
Name:	Mr J Newport
Position	Headteacher
Signed:	*J Newport*
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1.	**Statement of Principles**
	The Equality Act replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty: The Public Sector Duty or General duty: ● Eliminate unlawful discrimination, harassment and victimisation ● Advance equality of opportunity between different groups ● Foster good relations between different groups. This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality. The Equality Act also applies to schools in their role as employers and the way we comply with this. At Marden Bridge Middle School we pride ourselves in setting the highest academic standards for all of our students. We are an inclusive, caring, disciplined and happy school that provides a safe, secure and innovative environment for all who learn and work here. We are committed to developing the talents and expertise of each individual at Marden Bridge and this reflects in the success and achievements that our students make. It is our heart - felt belief that a nurturing environment, with appropriate levels of support and challenge, will help to make each one of our pupils the very best people they can be, both in the classroom and the wider community.
2.	**Mission Statement**
	● Inspire children and young people to have high aspirations and achieve personal success. ● Nurture happy, healthy and confident children and young people in a safe and stimulating environment. ● Develop a sense of moral, social and cultural responsibility. ● Deliver a broad, balanced and exciting curriculum forming a great foundation for the future. ● Provide outstanding teaching and learning opportunities to enable children and young people to make a difference in the world. ● Encourage and enthuse children and young people to develop a passion for lifelong learning. ● Meet all challenges enthusiastically and develop greater resilience. ● Work together with families and value the support of parents and carers.

3.	**Leadership, Management and Governance**
	Marden Bridge Leadership team promote Equality and Diversity by: ● Being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community. ● Encourage, support and enable all students and staff to reach their potential and make a positive contribution. ● Work in partnership with families and the wider community to establish, promote and disseminate inclusive practices and tackle discrimination ensuring our Equality and Diversity policy is followed.
4.	**The Governing Body**
	It is the Governing Body's responsibility to: ● Ensure the school complies with equality legislation. ● Ensure the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans. ● Scrutinize the recording and reporting procedures annually. ● Set an admissions policy, which is fair and equitable in its treatment of all groups. ● Monitor attendance and take appropriate action where necessary. ● Have equal opportunities in staff recruitment and professional development and membership of the Governing Body. ● Provide information in appropriate, accessible formats. ● Be involved in dealing with serious breaches of the policy. ● Be pro-active in recruiting high quality applicants from under-represented groups.
5.	**The Headteacher**
	It is the Headteacher's responsibility to: ● Implement the Equality and Diversity Policy and its strategies and procedures. ● Ensure all staff receive appropriate and relevant continuous professional developments in relation to equality and diversity. ● Actively challenge and take appropriate action in any case of discriminatory practice. ● Deal with any reported incidents of harassment or bullying. ● Ensure all visitors and contractors are aware of, and comply with, the schools equality and diversity policy. ● Report to Governors annually.
6.	**All Staff**
	It is the responsibility of all staff to: ● Be vigilant in all areas of school for any type of harassment or bullying.

	● Deal effectively with all incidents from overt name calling to the more subtle forms of victimisation caused by perceived differences. ● Identify and challenge bias and stereotyping within the curriculum and in the school's culture. ● Promote equality and good relations and not discrimination on grounds of race, gender, religion, age or sexual orientation. ● Promote an inclusive curriculum and whole school ethos which reflects our diverse society. ● Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.
7.	**Community Cohesion**
	We are committed to supporting community cohesion by: ● Developing a common vision and sense of belonging. ● Developing an appreciation of the diversity of people's backgrounds and circumstances. ● Creating opportunities for all learners to achieve their potential. ● Building strong and positive relations. ● Fostering good links with other schools, locally and regionally. ● Teaching links with other schools and promote good role models when interacting with staff from other schools, through a range of activities. ● Learners have a strong voice and opportunities to take responsibility through our school council groups. ● We engage parents through a range of activities, consultation evenings and focus groups. ● We have strong links with external agencies including social services and Educational Psychology service. ● Family support and preventative work through our dedicated child protection officers and pupil support team.
8.	**Monitoring and Quality Assurance**
	Each student's progress is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs, looked after status. In addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure the school meets its duty to positively promote diversity. (E.g. lesson observations record evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity). The data collected is used to inform further school planning, target setting and decision making.
9.	**Policy Review**
	This policy will be reviewed annually.