

Public Sector Equality Duty Annual Report 2020

- **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.

Furthermore, we ensure that the physical environment is appropriate for all visitors to our site and not restrictive in any way.

Any incidents which are raised are treated seriously, dealt with accordingly and recorded. Reference can be made to the Anti-Bullying Policy.

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

This objective has obviously been a primary focus of ours during the COVID-19 lockdown, when children were unable to attend school. To ensure that each child continued to have the same opportunity as their peers, we purchased a number of android tablets and SIM cards (for Internet access) and provided them to those families whom we were aware did not have access to such technology. This allowed the children to continue with their learning at home. We were also open throughout lockdown for those children who are potentially vulnerable, so that they continued to receive the high quality support they require and deserve.

Food vouchers were provided at the beginning of lockdown to all families who qualify for free school meals. Throughout lockdown vouchers from the national free school meal scheme, operated by Eden Red, were delivered / sent to all qualifying families.

To ensure the children recover from the unprecedented disruption and lost time in education, and to help them get back on track, we will use the catch up premium made available by the Government. We have the flexibility to spend this funding in the best way we see fit.

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.

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.

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.

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/>

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. For further details please see our annual SEN information and impact reports - <https://www.bridgewater.newcastle.sch.uk/parents/sen-provision/>

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.

- **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.

In addition, a number of policies and schemes exist to support this statement – in particular the Community Cohesion & Equality Scheme and Equality Policy. All governors & staff are aware of these and they are consistently fully implemented and reviewed when required.

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

October 2020 - Please note that new “needs based” objectives are currently being formulated and will be published this term.