

BIC Equality and Access Plan – September 2024

Equality & Access Plan

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two “specific duties”.

The Public Sector Equality Duty

This requires all public organisations, including schools, to:

- Eliminate unlawful discrimination, harassment and victimization
- Advance equality of Opportunity between different groups
- Foster good relations between different groups.

BIC’s priorities for the Single Equality Scheme are;

- To focus on the particular needs of all pupils and ensure they are considered fully in all aspects of school life
- To ensure that no student is disadvantaged or discriminated against due to their race, religion or personal beliefs, disability, background, sexual orientation or gender identity.

We achieve this by:.

- Ensuring equality of access for all students to a broad and balanced curriculum, removing barriers to participation/learning as necessary.
- Using a range of teaching strategies that ensures we meet the needs of all pupils.
- Remaining alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- Providing opportunities for students to appreciate their own culture and celebrate the diversity of other cultures through our curriculum, whole school events (e.g. Celebration assemblies) and enrichment activities.
- Collecting data and monitoring progress and outcomes of different groups of pupils. We use this data to support college improvement.

Staff at BIC will:

- Promote an inclusive and collaborative ethos, in line with our college values of Communication, Independence, Wellbeing, Inclusivity & Equality
- Challenge prejudice and discrimination
- Deal fairly and professionally with any prejudice-related incidents that may occur
- Plan and deliver lessons that reflect the college's values, for example, in providing materials that give positive images in terms of race, gender and disability
- Maintain the highest expectations of success for all students
- Support different groups of students in their class through adaptive planning and teaching, in line with the strengths and needs of each pupil.

Next Review: September 2026