Public Sector Equality Duty (PSED) Information and Equality Objectives

2026–2030

1. Introduction

The Bridge Federation is committed to ensuring equality of opportunity for all members of our school community. In accordance with the Equality Act 2010, we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

This document provides information about how we meet the Public Sector Equality Duty and sets out our Equality Objectives for 2026–2030.

2. Equality Information

Our School Community

The Bridge Federation consists of:

- Salehurst Church of England Primary School
- Staplecross Methodist Primary School

Our schools serve rural communities with pupils from a range of backgrounds and experiences. We are committed to ensuring that every child is known, valued and supported to achieve their full potential.

How we promote equality

Equality is embedded throughout federation life through:

- an inclusive curriculum
- high-quality teaching
- reasonable adjustments for disabled pupils and adults
- restorative approaches to behaviour
- safeguarding
- SEND provision
- staff recruitment and development
- anti-bullying work
- pupil voice
- partnership with parents

Monitoring Equality

The Governing Body and senior leaders regularly monitor information including:

Area monitored	Why
Attainment and progress	Identify achievement gaps
Attendance	Identify barriers to learning
Persistent absence	Monitor vulnerable groups
Behaviour and suspensions	Ensure equitable practice
SEND outcomes	Evaluate effectiveness of provision
Disadvantaged pupils	Monitor equality of opportunity
Participation in clubs, trips and leadership	Ensure equal access
Prejudice-related incidents	Monitor culture and safety
Staff recruitment and development	Promote equality of opportunity

Evidence considered

The federation considers information including:

- pupil attainment data
- attendance data
- behaviour and safeguarding information
- pupil voice
- parent feedback
- staff surveys
- governor monitoring
- recruitment and workforce information
- accessibility planning
- local demographic information

3. Equality Objectives (2026–2030)

Objective		Success measures include:
1.	**Removing barriers to achievement** We will continue to identify and remove barriers to learning so that disadvantaged pupils, pupils with SEND and other vulnerable groups make strong progress and are supported to achieve their full potential.	• narrowing gaps in attainment and progress • improved attendance for identified groups • increased participation in wider opportunities
2.	**Creating a culture of belonging** We will continue to develop inclusive school communities where every child, family and member of staff feels welcomed, valued and respected and where prejudice and discrimination are challenged effectively.	• low numbers of prejudice-related incidents • positive pupil, parent and staff feedback • pupils reporting that they feel safe and included
3.	**Broadening opportunity** We will ensure that all pupils have equitable access to a rich curriculum, enrichment opportunities and leadership experiences that raise aspirations, celebrate diversity and prepare pupils to thrive in modern Britain.	• participation across all groups • curriculum reviews demonstrating diversity and representation • increased engagement in clubs, trips and leadership roles
4.	**Supporting an inclusive workforce** We will promote equality of opportunity for all staff through fair recruitment, professional development, wellbeing and career progression, ensuring that all colleagues are able to thrive and contribute fully to the life of the federation.	• equitable access to professional development • positive staff wellbeing and inclusion survey responses • recruitment and employment practices that comply fully with the Equality Act

4. Monitoring and Review

The Governing Body will review progress towards these objectives annually through reports from federation leaders.

Equality objectives will be reviewed no later than July 2030, or sooner if the federation's priorities or circumstances change significantly.

Date agreed and ratified by Governing Body: ***July 2026***