



Bridging Futures

Empowering every child through inclusion, opportunity and support

Equality Diversity & Inclusion Policy

Version: September 2026

Review Date: September 2027

Author: Claire Galbraith, Education Director

Statement of Intent

Bridging Futures is committed to creating an inclusive, welcoming and respectful environment where every individual is valued and able to achieve their potential.

We celebrate diversity and believe that everyone should be treated with dignity, fairness and respect, regardless of their background, identity or personal circumstances. We aim to remove barriers to learning and participation so that every young person can thrive within a safe, supportive and therapeutic environment.

This policy reflects our commitment to promoting equality, preventing discrimination and fostering positive relationships across our provision.

Legal Framework

This policy has been developed in accordance with:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989 and 2004
- Keeping Children Safe in Education (Current Edition)
- SEND Code of Practice (2015)

Our Commitment

At Bridging Futures, we will:

- promote equality of opportunity for all;
- create an environment where diversity is respected and celebrated;
- challenge discrimination, prejudice and bullying;
- make reasonable adjustments to support individual needs; and
- ensure all students have access to high-quality education, therapeutic support and opportunities to succeed.

We recognise that every student arrives with different strengths, experiences and needs. Our personalised approach enables us to adapt learning, therapeutic support and routines to help each young person feel safe, included and successful.

Protected Characteristics

Bridging Futures recognises and promotes equality in relation to the protected characteristics identified within the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We will not tolerate discrimination, harassment or victimisation relating to any protected characteristic.

Promoting Inclusion

Inclusion is central to our work. Staff build positive relationships with students, listen to their views and adapt support to meet individual needs. We encourage respect,

empathy and understanding through everyday interactions, our curriculum and therapeutic practice.

Students are encouraged to celebrate differences, challenge stereotypes and contribute positively to an environment where everyone feels they belong.

Supporting Students

Many of our students have experienced interrupted education, anxiety, trauma or additional learning needs. We recognise that equality does not always mean treating everyone in the same way. Instead, we provide support that is proportionate to individual need, making reasonable adjustments where appropriate to enable students to access learning and participate fully.

We work closely with families, commissioning schools and external professionals to ensure support is personalised and effective.

Preventing Discrimination and Bullying

Bridging Futures has a zero-tolerance approach to discrimination, prejudice, harassment and bullying.

Any concerns will be taken seriously and addressed promptly through restorative conversations, education and, where appropriate, safeguarding procedures. We encourage students and staff to report concerns, confident that they will be listened to and supported.

Responsibilities

Promoting equality is the responsibility of everyone within Bridging Futures.

The Education Director is responsible for ensuring this policy is implemented and reviewed regularly. Staff are expected to model inclusive behaviour, challenge discrimination and create an environment where all students feel respected and valued.

Students are encouraged to treat others with kindness, respect and understanding, recognising that everyone has the right to learn in a safe and inclusive environment.

Accessibility and Reasonable Adjustments

Bridging Futures will make reasonable adjustments wherever possible to reduce barriers to participation. This may include adapting teaching approaches, learning

environments, communication methods or therapeutic support to meet individual needs.

Monitoring and Review

We regularly review our practice to ensure our provision remains inclusive, accessible and responsive to the needs of our students and wider community.

This policy will be reviewed annually, or sooner if there are changes to legislation or guidance.

Related Policies

This policy should be read alongside the:

- Safeguarding and Child Protection Policy
- Behaviour and Relationships Policy
- Health and Safety Policy
- Complaints Policy
- Staff Code of Conduct
- Digital Technology and Online Safety Policy

Review Date: September 2027

Author: Claire Galbraith

Education Director – Bridging Futures