

Gender Equality Plan - The Bridge School

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Gender Equality Plan (GEP)

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Date of Publication: April 2025

1. Introduction

The Bridge School is committed to fostering an inclusive, equitable, and safe environment for all. As an educational institution that values diversity and empowerment, we recognize the importance of promoting gender equality across all aspects of our operations - from staff recruitment to student engagement, and from curriculum design to leadership development.

This Gender Equality Plan (GEP) outlines our commitment to advancing gender equity in accordance with the European Union's standards and best practices.

2. Objectives

- To eliminate gender-based discrimination within the school community.
- To ensure equal opportunities for all genders in employment, participation, and leadership.
- To foster a culture of mutual respect, safety, and inclusion.
- To promote gender sensitivity in education, including in teaching content and classroom interactions.

3. Key Areas of Action

1. Work-life balance and organizational culture

- Offer flexible work arrangements where possible.
- Promote a respectful and inclusive school culture that supports employees and students equally.

Gender Equality Plan - The Bridge School

- Encourage shared responsibilities and positive role modeling around gender roles.

2. Gender balance in leadership and decision-making

- Ensure fair representation of all genders in leadership roles, committees, and decision-making bodies.
- Proactively encourage underrepresented genders to apply for and take on leadership positions.

3. Gender equality in recruitment and career progression

- Implement fair, transparent, and inclusive hiring practices.
- Promote professional development opportunities equitably among staff members.
- Monitor and address any gender-based gaps in roles or promotions.

4. Gender-sensitive education and awareness

- Integrate gender equality topics into the school curriculum and co-curricular activities.
- Conduct regular training sessions on gender sensitivity and inclusive teaching practices.
- Encourage open discussions about gender roles, stereotypes, and equity.

5. Preventing and responding to gender-based violence and harassment

- Maintain a zero-tolerance policy for gender-based violence, bullying, and harassment.
- Establish confidential reporting mechanisms and clear protocols for handling complaints.
- Provide support resources and awareness sessions for staff and students.

4. Implementation and Monitoring

- A Gender Focal Person will be assigned to oversee the implementation of the GEP.
- Gender-disaggregated data will be collected where appropriate to identify trends and guide improvement.
- Annual reviews will be conducted to assess progress and adjust strategies.

Gender Equality Plan - The Bridge School

5. Transparency and Accountability

This Gender Equality Plan is publicly available on The Bridge School's website and serves as a guiding document for all current and future activities. The school's leadership holds responsibility for ensuring its implementation, with input from all members of the school community.