

Equality

Information and Objectives

March 2024

Responsible Person: Jennifer Slater

**Aims and Objectives**

* **Our school aims to meet its obligation under the Public Sector Equality Duty by having regard to:**
* **Eliminate discrimination and conduct that is prohibited by the Equality Act 2010**
* **Advance Equality of opportunity between people who share a protected characteristic and people who do not share it.**
* **Foster good relationships across all characteristics.**
* We promote the principles of fairness and justice for all through the education that we provide in our school.
* We ensure that all children have equal access to the full range of educational opportunities provided by the school.
* We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
* We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
* We challenge stereotyping and prejudice whenever it occurs.
* We celebrate the cultural diversity of our community and show respect for all minority groups.
* We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual’s point of view, we aim to promote positive social attitudes and respect for all.

**Protecting from Discrimination**

* It is the right of all children to receive the best education the school can provide, with access to all educational activities organised by the nursery school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
* We endeavour to make our nursery school welcoming to all. We promote an understanding of different cultures through our curriculum.
* Our Curriculum reflects the positive attitude we display and the values and respect we attribute to minority ethnic. The work that we do on the citizenship and cultural capital allows our children to have a clear understanding of the world in which they live.
* We offer a broad, diverse and engaging curriculum to all pupils.
* Should anyone at our school be a victim of racism, we will do all we can to support that person and work to educate our school community about acceptable language and actions.

**The Role of the Governing Board**

* The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
* The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
* The governing body ensures that no child is discriminated against whilst in our school. So, for example, all children have access to the full range of the curriculum will be applied equally to boys and girls.

**The Role of the Headteacher**

* It is the headteacher’s role to implement the school’s Equality Policy and she is supported by the governing body in so doing.
* It is the headteacher’s role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
* The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
* The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life.
* The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

**The Role of School Staff**

* All practitioners ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
* When selecting classroom material, practitioners pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Practitioners strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
* Practitioners ensure that they provide children with experiences that will develop their understanding of British Values
* Opportunities’ for Cultural Capital are evident in all rooms.
* All our practitioners challenge any incidents of prejudice or racism. We record any serious incidents on CPOMs, and draw them to the attention of the headteacher.

**Monitoring and Review**

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy.

*The governing body does this by:*

* Monitoring the progress of children and groups of children and comparing it to the progress made by other children in the school
* Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against
* Requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy
* Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or children.

**Equal Opportunities**

We do not discriminate against anyone, be they staff, parents, governors or children on the grounds of:

*Age, Disability, Gender Assignment, Marriage and Civil Partnership, Pregnancy or Maternity, Race, Religions or Belief, Sex or Sexual Orientation.*

This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

**Equality Objectives – Taywood Nursery School**

**2024-2026**

***In order to further support children, raise standards and ensure inclusive teaching, we have set the following objectives from 2024 to 2026***

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| ***Objective 1*** |
| *To narrow the gap between vulnerable groups of children and other children to reduce or remove inequalities in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act* |
| ***Why we selected the objective*** |
| * *Analyse baseline data to see where attainment gaps exist* * *Support families with early help following a support first approach.* * *Ensure that our provision meets the needs of all children.* * *Support parents and carers by sharing ideas and offering support e.g. home learning, attendance and early help.* |
| ***To achieve this objective we will:*** |
| * *Early intervention offered to targeted children.* * *Pupil Progress Meetings every half term to discuss pupils* * *Analysis of Baseline Data* * *Work closely with families to support their children at home.* |
| ***Desired Outcome*** |
| * *The attainment gap between EYPP and non- EYPP is reduced.* * *Children are identified early for support and make rapid progress.* * *Children have a good knowledge of cultural capital and the wider world.* |

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| ***Objective 2*** |
| *To promote positive health and wellbeing to staff and children.* |
| ***Why we selected the objective*** |
| * *Strong nurturing ethos* * *Good links with families.* * *Opportunities to access additional provision for children and staff who require support.* * *Inclusion team.* |
| ***To achieve this objective we will:*** |
| * *Offer a wide range of learning opportunities that support and develop positive mental health* * *Use family learning sessions to support* * *Build good relationships with families and use signposting to agencies that can offer support* * *Run parent learning events* * *Use the inclusion team to continue to work on building relationships and engagement with parent/carers* * *Offer all children a free snack* * *Develop parent sessions (Stay and Play)* |
| ***Progress we are making towards this objective*** |
| * *Snack now available to all pupils* * *Signposted to education support* * *Supervision sessions* * *Stay and Play encouraging more parental engagement* |