



Equality Policy 2021

Purpose of the policy

The Equalities 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 children or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. Age and marriage and civil partnership are also 'protected characteristics' but are not part of the school provisions related to children.

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 or 'general duties' for children and their families.

The Equality Act 2010 requires us to:

- publish information that demonstrates that we have due regard for the need to:
- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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 relations** between people who share a protected characteristic and people who do not share it.
- Prepare and publish one or more specific and measurable Equality objectives (see Development plan).

This policy describes how we are meeting the statutory duties and is in line with national guidance. It includes information about how we are complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

Introduction to the policy

The nursery school and childcare is an inclusive environment where we focus on the well-being and progress of every child and their family and where all members of our community are of equal worth. We believe the Equality Act, 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality, and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

We believe as a nursery school and childcare that no employee, job applicant, or service user receives less favourable facilities or treatment (either directly or indirectly) on the grounds of the protected characteristics as defined by the Equality Act 2010:

- Their age
- A disability
- Their ethnicity, colour or national origin
- Their gender
- Their gender identity (they have reassigned or plan to reassign their gender)
- All minority ethnic groups including travellers, refugees and asylum seekers
- Children and adults with special educational needs
- Children looked after and their carers
- Their marital or civil partnership status
- Their being pregnant or having recently had a baby
- Their religion or belief

Grandpont Nursery School and Childcare is committed to ensuring that:

- We welcome all children and families
- The Nursery School and Childcare recognises the value of diversity and seek to create an environment where all children and adults feel accepted, valued and respected.
- We understand and believe that all children are different and unique and so strive to identify how best to support their development

- We will provide a safe and secure Nursery School and Childcare where children and adults can learn, knowing their contributions will be valued.
- We will work with families who use the Nursery School and Childcare to support their understanding of diversity and equality
- We recognise the importance of inclusion and all children having access to provision at the nursery school
- Discriminatory language, behaviour or comment by adults is not acceptable at the Nursery School or Childcare. Any adults choosing to behave in a disrespectful manner will be asked to leave.
- We will model acceptable ways to communicate and positive relationships across the Nursery School and Childcare
- We recognise that some children need extra support to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially children, parents and those of us who can be treated less favourably.
- We try to ensure that everyone is treated respectfully
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same
- We believe as a nursery school and childcare venue that no employee, job applicant, or service user receives less favourable facilities or treatment (either directly or indirectly) on the grounds of the protected characteristics as defined by the Equality Act 2010.

We welcome our duties

- To promote community cohesion (under the Education and Inspections Act 2006)
- To eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)

Our approach to equality is based on the following key principles:

- **All children and their families are valued.** They are valued as individuals with their experiences, abilities and disabilities, ethnicity, culture, national origin or national status, gender identity, belief.
- **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit the nursery school or childcare.
- **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other. We make adjustments to make sure that all have access to the community of the nursery school and childcare e.g. using a translation tool to help communicate if appropriate.
- **We have high expectations for each child.** We expect that all children can make progress and achieve to their highest potential.
- **We fostered a shared sense of cohesion and belonging.** We want all children, parents and carers, staff and visitors at Grandpont Nursery School and Childcare to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in the nursery life.
- **We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.

- **We work to raise standards for all children, but especially for the most vulnerable.** We believe in high quality education for each child. High quality education for the most vulnerable children will include additional support or provision to support their wellbeing and progress as needed.

The Nursery School and Childcare will challenge all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality:

- Prejudice around disability and special educational needs
- Prejudice around race, religion and belief, traveller, migrants, refugees and people seeking asylum
- Prejudices around gender and sexual orientation

We will keep a record of different prejudice-related incidents and provide a report to governors about the numbers, types and seriousness of prejudice-related incidences in the Nursery School and Childcare, and how we dealt with them. We will review this data termly and take actions to reduce incidents.

Inclusion

We ensure equality of access for all children to a broad and balanced curriculum, removing barriers to participate, resources and environment. We are also implementing an Accessibility Plan designed to: increase the extent to which children with disability can participate in the curriculum; improve the physical environment and; improve the availability of accessibility information to disabled pupils.

Positive action

We will take positive and proportionate action to address the disadvantage faced by particular groups of children with particular protected characteristics, such as targeted support. The actions will be designed to meet the school's Equality Objectives.

Grandpont Nursery School and Childcare prepares children for life in a diverse society and should ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of the children.

We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through Personal, Emotional and Social development and across the curriculum.

We use materials and resources that reflect diversity of the school, population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping.

We promote a whole integrated nursery and childcare ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.

We provide opportunities for children and families to appreciate and share their own culture and the diversity of other cultures. We promote positive images of people and the contribution of different cultures to world history.

We promote positive messages about equality and diversity through displays, artefacts, resources and visitors.

We review all policies on a rolling programme and consider their impact on the progress, safety and well-being of the children. The implications for equalities of new policies and practices are considered before they are introduced.

In order to make sure that we are meeting the needs of the whole nursery and childcare community in terms of equality we:

- Review relevant feedback from the annual parents' questionnaire, parents consultations, governors meetings
- Secure and analyse responses from staff meetings and training events
- Analyse issues raised in the annual reviews or reviews of individual education plans
- We respond to governors feedback

The policy is available on the website and in the policy file in the main office for parents, staff, students, volunteers and visitors.

Responsibilities of staff

The responsibilities for ensuring that there is no unlawful discrimination rests with staff. All staff should:

- Comply with the integrated nursery and childcare policies
- Not discriminate in their day-to-day activities or induce others to do so
- Not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics
- Ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic
- Inform their line manager if they become aware of any discriminatory practice

Links to other documents and policies

Although this policy is a key document for information about our approach to equality in line with the Public Sector Equality Duty, we ensure that information about our responsibilities under the Equality Act are also included in the school development plan, self-evaluation review, and website.

Related guidance:

Admissions

SEND Code of Practice

EYFS (2017)

Equality Act (2010)

Public Sector Equality Duty Guidance for Schools in England (2014)

Prevent Policy

Complaints procedure

Safeguarding Children Policy

Recruitment procedures

Key objectives 2021:

- To provide information for staff, parents/carers and children to understand behaviour and communications developmental stages. Preventing the inappropriate escalation of language of bullying and harassment.
- To audit equality provision to identify gaps
- To celebrate cultural capital diversity with particular regard of the needs of vulnerable groups.
- Monitor how well children who may be disadvantaged and those with SEND are included in all aspects of school life.