

# EQUALITY INFORMATION AND OBJECTIVES POLICY

## January 2023

### Introduction

A key statutory requirement of the Early Years Foundation Stage is that providers must promote equality of opportunity for all children in their care. This policy is about how Marsh Hill Nursery School will meet the individual needs and interests of all children and staff. It adheres to the Equality Act 2010, where it is unlawful for a school to discriminate against a person by treating any of them less favourably because of their:

- Age
- Disability
- Gender
- Gender Identity
- Marriage or civil partnership
- Pregnancy and maternity
- Race and Nationality
- Religion or belief
- Sex
- Sexual orientation

*Note: The protected characteristics of age and marriage and civil partnership apply to schools as employers, but not in relation to their provision for pupils.*

### Rights Respecting Schools

This policy is in accordance with the 1989 United Nations Convention on the Rights of the Child (UNCRC).

- **Article 2** The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.
- **Article 14** Every child has the right to think and believe what they want and to practise their religion, as long as they are not stopping other people from enjoying their rights.
- **Article 30** Every child has the right to learn and use the language, customs and religion of their family, regardless of whether these are shared by the majority of the people in the country where they live.

### British Values

Within this policy and in our daily practices, we also 'Promote British Values'. These are:-

- **Democracy:** Everyone has a voice and a say in what we do and how we do it
- **Mutual Respect:** We admire and acknowledge everyone's abilities, qualities and achievements
- **Liberty:** We have the freedom to make our own choices
- **Tolerance:** We accept that everyone has a right to their own views and opinions
- **Rule of Law:** We have community rules and practices which keeps our learning community safe and a code of conduct for all adults working within our service.

## **Aims**

Our school aim to meet their obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other 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 relations across all characteristics — between people who share a protected characteristic and people who do not share it

## **Legislation and guidance**

This document meets the requirements under the following legislation.

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equalities Act 2010 Specific Duties Relations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

## **Responsibilities**

The governors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the equality information is reviewed annually and the equality objectives are updated at least once every four year
- Ensure that everything the schools do is fair, non-discriminatory and does not put individuals or groups of people at a disadvantage
- Consider equality implications before and at the time that they develop policy and take decisions.

The headteacher will:

- Oversee the effective implementation of this policy.
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Take appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender, disability or sexuality

All staff are responsible for:

- dealing with racist, homophobic and other hate-incidents
- being able to recognise and tackle bias and stereotyping
- promoting equal opportunities and good race relations

- avoiding discrimination against anyone for reasons of ethnicity, disability, gender, age or sexuality
- taking up training and learning opportunities

## **Public Sector Equality Duty and Equality Objectives**

### **Statement**

We believe that every person is an individual and we are committed to providing equality of opportunity and anti-discriminatory practice for all children, families, staff and volunteers who come into our settings.

We are committed to working in partnership with parents/carers and other agencies to support all children including those with learning difficulties and disabilities.

We will challenge inappropriate behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation, disability and age.

We are committed to:

- providing a secure environment in which all children can thrive and in which all contributions are valued;
- providing a range of resources depicting different ethnic groups, family structures and people with disabilities;
- improving staff knowledge and understanding of issues around equality and diversity;
- including and valuing the contribution of all families to our understanding of equality and diversity.

To help achieve our objectives of creating a welcoming environment free from discrimination and prejudice, we will:

- ensure that services are equally open and available to all parents/carers and children within the local community;
- ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not hinder a child, parent, carer or staff member from accessing services;
- treat all children, their parents/carers, staff and volunteers with equal concern, respect and value;
- have regard for promoting understanding, respect and awareness of diversity and equal opportunity issues through the planning and implementation of our curriculum/activities;
- ensure all children are able to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities;
- ensure that our recruitment policies and procedures are open, fair and non-discriminatory;
- endeavour to recruit a team of staff which reflects the diversity of the local community;
- encourage staff to be positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory behaviour;
- ensure all staff receive necessary training.

We are committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

We recognise that children are all different and have different interests and ideas.

Many of our children come from different backgrounds with different cultural, religious and socio-economic factors affecting them. Our provision is aimed at supporting all of our children to freely explore each others' ideas and express their own without fear of ridicule or condemnation.

We will ensure that our equality and inclusion procedures counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

We recognise that achieving the objectives of this policy relies on the active involvement and support of parents/carers. We encourage parents/carers to comment on the effectiveness of this policy and its related procedures.

### **Equality Objectives:**

The Governing Board have set these Equality Objectives for the next 4 years. These objectives will be reviewed regularly and as part of School Improvement.

They are:

- Monitor and analyse pupil achievement and progress and act on any trends or patterns in the data that require additional support for pupils.
- Ensure the resources / books we use are representative of a more diverse range of the community in terms of sexual orientation (e.g. families with two Dads) and disability. Purchase additional resources where any gaps are identified
- Develop our nursery learning environments and daily routines so that they are more inclusive of children with special educational needs and disabilities.

**This policy will be reviewed on an annual basis and whenever significant changes to the systems and arrangements take place.**

**Policy agreed by:** H. MASAUN (FGB) **Marsh Hill Nursery School**

**Signed:** H. Masaun.....

**Date:** 8/12/2023

**Review Date: January 2024**