

Current Policy Date: 27 November 2017

Review: Annual

Date of Next Review: June 2018



EQUALITIES STATEMENT

Our Legal Duty

As a Nursery School & Family Hub we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age (for employees not for service provision)
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Maternity and pregnancy
- Religion and belief, and
- Sexual identity
- Marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

1. Publish equality information – to demonstrate compliance with the general duty across its functions. No information will be published which could specifically identify any individual child or adult
2. Prepare and publish equality objectives – (see School Development Plan) e.g. looking at library book suitability / qualified in global citizenship

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a Nursery School & Family Hub. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Core Statements

In fulfilling our legal obligations we will be guided by seven core statements:

- All learners are of equal value
- We recognise, welcome and respect diversity
- We foster positive attitudes and relationships, and a shared sense of belonging
- We observe good equalities practice, including staff recruitment, retention and development
- We aim to reduce and remove existing inequalities and barriers
- We consult and involve widely
- We strive to ensure that society will benefit

Addressing Prejudice Related Incidents

This Nursery School & Children's Centre is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our children and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the responsibility of everyone in the Nursery School & Family Hub community.

Nursery School & Children's Centre Community	Responsibility
Governing body	Involving and engaging the whole Nursery School & Family Hub community in identifying and understanding equality barriers and in the setting of objectives to address these. The Governing Body will also agree the Equality Statement and objectives.
Headteacher	As above including: Promoting key messages to staff, parents / carers and children about equality and what is expected of them and can be expected from the Nursery School and Family Hub in carrying out its day to day duties. Ensuring that the whole School & Family Hub community receives

	adequate training to meet the need of delivering equality. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Staff	To support the School, Headteacher and the governing body. Ensure fair treatment and access to services and opportunities. Help in delivering the right outcomes for children. Uphold the commitment made to children and parents / carers on how they can be expected to be treated. Support colleagues within the school & Family Hub community. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents / Carers and community members	Take an active part in identifying barriers for the school & Family Hub community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school & Family Hub community in tackling inequality and achieving equality of opportunity for all.
Children	Help to make the Nursery School & Family Hub a place where everyone feels welcome by learning about and following our Golden Rules – we are gentle, we take turns, we share and we are helpful.

We will ensure that the whole Nursery School & Family Hub community is aware of the Equality & Diversity Statement and our published equality information and objectives by informing parents/carers that they are published on our website.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school & Centre policies are dealt with, as determined by the Headteacher and governing body.

Monitor and review

Annually, we will review our objectives in line with our School Development Plan. Our objectives will sit in our overall school/centre improvement plans and therefore will be reviewed as part of this process.