

Growing Together Federation

Bowerdean Nursery School
Henry Allen Nursery School
Mapledean Nursery School

Name of Policy: **EQUALITY INFORMATION AND OBJECTIVES**

Signed

A handwritten signature in blue ink, appearing to read 'B. Bates', is written over a light blue rectangular background.

Chair of Governors

Date 8/6/2022

For Review: 8/6/2024

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1. Aims

The Growing Together federation aims to meet its 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

2. 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 Equality Act 2010 \(Specific Duties\) Regulations 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](#).

3. Roles and responsibilities

- The governing board 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 published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Brie Tustin. She will:

- Meet with the Deputy Headteachers and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document

- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to celebrate Eid)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

6. Fostering good relations

- The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the EYFS
- Working with our local community, and organising school trips and activities based around the local community
- Inviting members of the local community into Nursery to foster learning links

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities

- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

To improve the attendance of all groups of children reflecting the diversity of each nursery school.

Why we have chosen this objective:

Research has shown that the benefits of regular nursery education can include helping to improve children's outcomes and narrowing the gap associated with socio- economic disadvantage.

<https://www.nuffieldfoundation.org/project/the-impact-of-nursery-attendance-on-childrens-outcomes>

To achieve this objective, we plan to:

- Analyse attendance data half termly to identify children with low attendance records
- Develop strong working relationships with families
- Regular communication with parents through phone calls, newsletters, emails, face to face meetings and newsletters are crucial in raising the profile of school attendance and punctuality
- Ensure first day absence procedures are adhered to
- Convey clear messages to the school community about the importance of punctuality and attendance
- Ensure staff understand the potential link between poor attendance and safeguarding

Objective 2

To close any gaps between the attainment of all vulnerable children and disadvantaged groups, including those children eligible for Early years Pupil premium and Two Year Old funding to the attainment of all children.

Why we have chosen this objective:

To mitigate the socio-economic disadvantages experienced by children which are likely to have significantly impact their life chances.

To achieve this objective, we plan to:

Provide a highly engaging and creative curriculum

Have well trained practitioners through quality CPD

Create an environment to support high quality interactions between staff and children and the development of language skills and wide vocabularies

Work closely with families to support learning at home

Provide high quality learning opportunities to develop early numeracy skills

Develop cultural capital through a rich curriculum, trips to the local environment, Forest School and visitors to school

Objective 3

Ensure that resources and displays in the environment, reflect and promote the diversity of our Nursery.

Why we have chosen this objective:

To eliminate discrimination.

To promote and foster good relationships

To promote positive role models

To achieve this objective, we plan to:

Use twilight sessions to explore resources and audit provision

Half-termly learning walk feedback indicates evidence of diverse displays

9. Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the Growing Together Federation board of governors at least every two years.

This document will be approved by the Growing Together Federation board of governors.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEN Policy
- Inclusion policy