



# Equality Statement, Policy and Objectives 2023 – 24

*An update regarding progress in achieving the objectives is required to be published annually.*

*The Equality Act 2010 requires public bodies, in carrying out their functions, to have due regard to the need to to eliminate discrimination and other conduct that is prohibited by the Act to advance equality of opportunity between people who share a protected characteristic and people who do not share it, to foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it. Due regard has been given to achieving these objectives in the compilation of this Policy.*

Review date: September 2023

Next review: Policy every 4 years, objectives and impact annually

## **Aims**

Hirst Wood Nursery School recognises that historically various groups in society have been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, sex, gender reassignment, disability, marriage or civil partnership, religion or belief, sexual orientation, age or pregnancy and maternity. This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the nursery school its communities and workforce and sets out how it determines its equality objectives.

We see all employees, learners, potential learners and their parents and carers as of equal value and we will promote gender equality by eliminating unlawful discrimination and harassment and promote the equality of opportunity between men and women, girls and boys. Transgender people are explicitly covered by the Gender Equality Duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. Hirst Wood Nursery School will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.

Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life experience, outlook and background, and in the kinds of barrier and disadvantages which people may face in relation to their race, gender, sex, disability, religion/belief, sexual orientation or age. Hirst Wood Nursery School will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and promoting good relations between people of different racial groups.

Hirst Wood Nursery School will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging participation by disabled people in public life. Hirst Wood Nursery School are opposed to all forms of prejudice and particularly recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system.

## **Legislation and guidance**

This document meets the requirements under the following legislation but not limited to:

- The Equality Act 2010 provides a single legal framework with three broad duties:
- Eliminate discrimination and other conduct that is prohibited by the Act
- 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.
- The effect of the Equality Duty is that schools must have due regard to the above in relation to the management of their pay policies, avoiding direct or indirect discrimination. The Public Sector Equality
- Duty (PSED) requires public bodies to prepare and publish equality objectives and publish information, to demonstrate compliance with the general duty (the Equality Act 2010 (Specific Duties) Regulations 2011.
- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspections Act 2006
- The Equality Act 2010 (Specific Duties) Regulations 2011

Hirst Wood Nursery School fully understand the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

A protected characteristic under the Act is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including trans gender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees).

In School, the Act makes it unlawful for a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.

By excluding a pupil or subjecting them to any other detriment

### **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
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Analyse school information to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Analyse school information to determine any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

### **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.

### **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 our curriculum including visits and visitors.
- Working with our local community. This includes activities based around the local community where we share and celebrate both similarities and differences.

## **Hirst Wood Nursery School as an employer**

Hirst Wood Nursery School aims to employ a workforce that reflects the community which it serves. In seeking to achieve a balanced workforce at all levels, Hirst Wood Nursery School will ensure that no employee, job applicant or candidate for promotion will be disadvantaged or treated less favorably because of conditions or requirements that are not related to the job. Hirst Wood Nursery School is fully committed to the fulfilment of all agreements, regulations and Acts which may have implications for our role as employers and in vocational training and will comply fully with the letter and intention of these laws, regulations and treaties from the point of advertising through to the end of any employment training contract.

Colleagues will be expected to treat each other in a fair and respectful manner that is free from discrimination. Reasonable adjustments will be made to working arrangements and premises to ensure equal access for employees or potential employees who have a disability or a particular health concern.

Hirst Wood Nursery School Centre requires all employees and learners to actively promote and contribute to the development and implementation of equality of opportunity. We actively promote anti-discriminatory practice to build an inclusive environment where every child can thrive. The responsibility for compliance and for the positive attitude required to ensure success is laid upon all employees, learners and trainees within the organisation, also external persons connected our school are expected to hold the same responsibility and commitment. Hirst Wood Nursery School is committed to the fair treatment of its staff, potential staff or users of its services. Having a criminal record will not necessarily bar you from working with us, this will depend upon the nature of the offence and when it occurred. We will take guidance from the Rehabilitation of Offenders Act 1974 and from HR when making an employment decision. We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

## **Roles and responsibilities**

The governing body 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, and that they are reviewed and updated at least once every four years
- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Approve the school-specific objectives to be adopted.
- Ensure that appropriate equality impact assessments are conducted in respect of the school's policies and procedures and that these inform future plans.
- Ensure that consideration is given to the diversity profile of existing staff when recruiting new ones.
- Proactively recruit high-quality applicants from underrepresented groups.
- Observe good equalities practice in staff recruitment, retention and development and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove any inequalities and barriers that already exist.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships and a shared sense of cohesion and belonging, ensuring that this is promoted in all policies, procedures and activities.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

- Ensure that staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment and showing appropriate support for children with additional needs, maintaining a good level of awareness of issues surrounding equalities.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

#### **The Headteacher will:**

- Implement the Equality Statement/Policy and its required procedures.
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Ensure that children and staff are aware of the impact of prejudice. The school will address any incidents immediately and, where appropriate report them to the Local Authority.
- Ensure that all parents, visitors and contractors are aware of and comply with the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Propose school-specific objectives to the Governing Body and report annually on progress achieved.

#### **School staff will:**

- Champion diversity and inclusion
- Be mindful of any incidence of harassment or bullying in the Nursery school.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the Headteacher.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the Headteacher and following up with the children/parents as required/
- Identify and challenge bias and stereotyping within the curriculum and the schools' culture.
- Promote equality and good relations and not harass or discriminate in any way.
- Monitor children's progress and academic needs to ensure that appropriate support is in place.
- Keep up to date with equality legislation and its application by attending the appropriate training.
- Have regard to this document and to work to achieve the objectives.

#### **Uniform/dress policy**

- The Act does not deal specifically with aspects of children' and employees' appearance, but the general requirement not to discriminate in the treatment of people applies here in relation to other aspects of the policy.
- Hirst Wood Nursery School will ensure that any uniform policy now or in the future will not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.
- Hirst Wood Nursery School will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as those relating to health and safety and/or discipline.

#### **Promoting equality**

In order to meet their equality objectives, Hirst Wood Nursery School will:

- Ensure that all children have access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, Hirst Wood Nursery School will take every opportunity to promote and advance equality.
- Equality and diversity will be fully integrated into the learning experience and will be evident in curriculum planning, developing schemes of work and delivering teaching, learning and assessment.

- Have a clearly defined disciplinary system which is consistently enforced.
- Increase physical and other forms of access for children and young people who have disabilities or other special needs to the school curriculum and take necessary steps to meet children's needs by using a variety of approaches and planning reasonable adjustments, enabling children to take as full a part as possible in the activities of the school, including extra-curricular activities.
- Seek the views of advisory staff, outside agencies and local schools as appropriate.
- Plan ongoing events and activities to raise awareness of equality and diversity.
- Carefully monitor bullying and prejudice and deal with it accordingly, recording any incidents. Training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

### **External partners**

External partners working with Hirst Wood Nursery School will be required to comply with the requirements of this Policy.

### **Collecting and using information**

In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations. The school will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.
- The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:
  - Recruitment and promotion
  - Numbers of part-time and full-time staff
  - Pay and remuneration
  - Training
  - Return to work of staff members on parental leave
  - Return to work of disabled employees following sick leave relating to their disabilities
  - Appraisals
  - Grievances (including about harassment)
  - Disciplinary action (including for harassment)
  - Dismissals and other reasons for leaving

### **Complaints**

Members of staff who believe they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the appropriate complaints and grievance procedures to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. Hirst Wood Nursery School will take any allegation of discrimination, harassment or victimisation very seriously. If on investigation, it is established that discrimination, victimisation or harassment has occurred, disciplinary action will be taken.

### **Monitoring and review**

Hirst Wood Nursery School will review this policy every four years. Hirst Wood Nursery School will report annually on the progress made in achieving their equality objectives.

Data to be published may include, but not be limited to: school performance, antibullying policies (as part of the Behavior Policy), the school improvement plan and curriculum sequencing documents. Progress will be monitored and evaluated with reference to the following:

- Individual attainment data and data for different groups of children
- Equal opportunities recruitment data
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying.

Hirst Wood Nursery School will be responsible for the maintenance and reporting of equality data relating to its employees and ensuring compliance with the core requirements of the Equality Act 2010. Any changes made to this policy will be communicated to all relevant stakeholders.

#### **Links with other policies/documents**

- Accessibility plan
- Complaints Policy
- Policy for Inclusive Practice
- School improvement plan
- Policy for Special Educational Needs and Disability

Hirst Wood Nursery School has adopted the Equality Objectives listed below. The objectives form part of an action plan of which progress on achieving these will be reported on annually.

### **Equality objectives for the academic year 2023-24**

#### **Objective 1:**

To continue to develop the School to ensure that all children, including those with complex special educational needs and disabilities can access high quality teaching learning and experiences in an inclusive environment.

#### **Objective 2**

To ensure our curriculum enables children to be aware of, appreciate and value difference and diversity so that every child feels that they belong and achieve.

#### **Objective 3**

To look after staff health and well-being to ensure staff are kept safe from bullying, exclusion and inequality and respond promptly to signs of inequality and bullying and inappropriate behaviour. Ensure that all colleagues are aware of the Named Governor for Well-being and the School's Mental Health Champion.

## Report on equality objectives for the previous academic year 2022 – 23

### **Objective 1:**

To strive for outstanding inclusive practice across our Nursery School, offering a developmentally appropriate personalised provision for each child, particularly through the incorporation of the Early Years Enhanced Specialist Provision.

**Review** – The School was awarded Inclusion Quality Mark Centre of Excellence in April 2023 which demonstrates our whole school inclusive practice approach.

### **Objective 2:**

To monitor and analyse pupil achievement by race, gender and disability and act on any identified trends or patterns in the data that may require additional support for children / training for colleagues.

**Review** – no particular patterns have been identified in attainment, however this is something that is monitored termly by Senior Leadership Team to identify any potential areas for concern before it can impact on children's outcomes.

### **Objective 3:**

To identify key vulnerable groups who enter the setting below age related expectations and narrow the gap to their peers .

**Review** – children are assessed on entry with ipsative data being analysed through both formative summative assessment points. Any child who is identified as operating below age related expectations benefits from additional enrichment opportunities to ensure a holistic approach to attainment.