



Hirst Wood Nursery School

Equality Objectives 2021 - 22

Review date: September 2021

Next review: September 2022

1.Aims

Our school 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
- We see all employees, learners, potential learners and their parents and carers as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- 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.
- Hirst Wood Nursery School will ensure that all staff comply with the appropriate equality legislation and regulations
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, disability, religion/belief, sexual orientation or age.
- We 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.
- 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
- Ensure that all pupils have access to the curriculum
- Advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality and community cohesion and celebrate diversity
- Eliminate any discrimination, harassment or victimisation, and ensuring that no one is unfairly disadvantaged due to a protected characteristic

2. Legislation and guidance

This document meets the requirements under the following legislation:

Legislative framework

- 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).

This policy has due regard to statutory legislation including, but not limited to, the following:

- 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
- Equality Act 2010
- 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

3. 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

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

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.

Hirst Wood Nursery School as an employer

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. Amongst these are:

- Human Rights Act 1948 and 1998
- Equal Pay Act 1970
- Health and Safety at work Act 1974
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Race Relations (Amendment) Act 2000 carry out its legal responsibilities under the Race Relations Act of 1976, the sex Discrimination Act of 1975, the rehabilitation of Offenders Act of 1974 and the Disability Discrimination Act of 1995 from the point of advertising and recruiting through to the end of any employment contract.
- Employments Rights Act 1996
- European Equal Treatment Directive 1976
- Disability Discrimination Act 1995
- Special Educational Needs and Disability Act (SENDA) 2001
- Protection from Harassment Act 1997
- Treaty of Amsterdam (Article 13) 1997
- Public interest Disclosure Act 1998
- Data Protection Act 1998
- Working Time Regulations 1998
- Part Time Workers Regulations 2000

- Sex Discrimination (Gender Reassignment) Regulations 1999

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

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 pray at prescribed times)
- 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)

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 (e.g. declines in incidents of homophobic or transphobic bullying)
- Analyse school information to determine any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 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.

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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions.

This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored with the completed risk assessment.

Equality objectives for the academic year 2021-22

Objective 1:

To strive for outstanding inclusive practice across our Nursery School, offering a developmentally appropriate personalised provision for each child.

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.

Objective 3:

To monitor parental partnership, ensuring that all children have a key worker, access to EYLog observation and assessment system and communication meetings to discuss their child in detail.

9. Monitoring arrangements

The Headteacher will update the equality information that we publish annually. The monitoring of objectives will be included in the Headteachers report to Governors.

This document will be reviewed and approved annually.

10. Links with other policies/documents

This document links to the following policies:

- Accessibility plan
- Risk assessments
- School improvement plan
- Complaints Policy