



# Hirst Wood Nursery School

## Equality Objectives 2020 - 21

<b>Statutory</b>	Yes
<b>Frequency of Review</b>	Annually
<b>Date of Review</b>	September 2020
<b>Next Review</b>	September 2021
<b>Website</b>	Yes

## **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
- 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:

- 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 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.

## **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 2020-21**

### **Objective 1:**

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. Ensure that environmental displays reflect the diversity in our community and the wider world.

### **Objective 2:**

To monitor and analyse use of the EYLog electronic assessment system to ensure that all parents have an awareness and understanding of the system and how to use it.

### **Objective 3:**

To review levels of parental involvement in their child's learning to ensure equity and fairness in levels of access and engagement. Proactive communication is accessible to all groups to ensure that the views of all stakeholders' inform policy and improvement planning.

## **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 by the federation committee annually.

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

This document links to the following policies:

- Accessibility plan
- Risk assessments
- School improvement plan