

## DOUGLAS VALLEY NURSERY SCHOOL

<b>Policy</b>	Equality & Diversity Policy 2021-2024
<b>Date reviewed and agreed by Governing Board</b>	4 <sup>th</sup> November 2021
<b>Date of next review</b>	Autumn term 2024

### Equality & Diversity Policy 2021-2024

#### Aims

At Douglas Valley Nursery School we aim to provide equality of opportunity for all people, whatever their age, ability, gender, sexual orientation, race or background. We want all children and adults to achieve their full potential during their time with us. As such, we work to ensure our expectations, attitudes and practices do not prevent any child or adult from reaching their full potential in line with our school vision and values.

#### Our Vision

- Each child is valued as an individual,
- Every child is entitled to a positive nurturing environment where they feel happy and secure.
- Children's skills and attitudes are developed to enable them to become successful lifelong learners

#### Our Values

- **Children at the heart of practice** – children's safety and wellbeing is the cornerstone of practice; children are valued as individuals and competent learners
- **Respect** – for everyone in the school community
- **Working professionally** – to uphold our vision and values and promote the ethos of the school

In accordance with our vision as a Nursery School we pledge to respect the equal human rights of all our pupils and to educate them about equality and diversity issues.

We will also respect the equal rights of our staff and other members of the school and local community.

## **Legislation and guidance**

This document meets the requirements under the following guidance

- 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 requires schools to publish information to demonstrate how they are complying with public sector equality duty and to publish equality objectives
- This document is also based on the Department for Education (DfE) guidance: The Equality Act 2010 and schools.

## **Scope**

This policy encompasses the following protected characteristics:

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy
- Race
- Religion or Belief
- Sexual Orientation
- Marriage and Civil Partnerships

The school is committed to ensuring all reasonable, practical and proportionate steps are taken to ensure Equality and Diversity for our children, staff, parents, users and visitors. The school will work towards:

- Eliminating discrimination
- Advancing equal opportunity
- Fostering good relations

## **Roles and responsibilities**

The governing board are responsible for:

- Ensuring 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 they are reviewed and updated at least once every three years.
- Delegating responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.

The head teacher is responsible for:

- Promoting knowledge and understanding of the equality objectives amongst staff and children.
- Ensuring reasonable steps are taken to address the schools stated equality objectives
- Ensuring all staff are aware of their responsibilities and receive training and support in carrying these out.
- Monitor success in achieving the objectives and reporting back to governors

All staff are responsible for:

- Avoiding unlawful discrimination against anyone

- Promoting equality and community cohesion in their work
- Fostering good relationships between groups
- Dealing with prejudice-related incidents
- Recognising and tackling bias and stereotyping
- Attending relevant training with regard to Equality legislation

### **Objectives**

The objectives of the Equality and Diversity Policy are:

- Develop an ethos which respects and values all people
- Actively enhance equality of opportunity and challenge stereotypes
- Eliminate all forms of unfair direct and indirect discrimination
- Deliver equality and diversity through our school policies and procedures
- Make reasonable adjustments to remove barriers which limit or discourage access to school provision
- Prepare children for life in a diverse society
- Promote good relations within school and the wider community
- Review and evaluate our effectiveness in promoting equality

### **Other relevant policies**

Accessibility Plan

Whistleblowing

The SEND Policy and SEND school offer

### **Publication of Equality Information**

As a public document, the school governors will publish this policy and plan on the school website and make it available on request.

### **Monitoring and review**

This policy and plan will be reviewed every 3 years, or as required to ensure it stays compliant with Equality legislation.

## Equality Action Plan 2021 – 2024

Action	Responsibility	Timescale	Success Criteria
Publish and promote the Equality Action Plan through the school website and staff meetings	Headteacher	Approval by governors at the Autumn Term board meeting and uploaded to website	Staff familiar with principles of Equality Policy and plan Parents aware of the Equality policy and plan
Address differences in children's outcomes in order to ensure each child maximizes their progress	Headteacher and key persons	Termly progress meetings for each key person with SLT Termly updates on progress and attainment to Governors	Analysis of key person assessments and attainment data demonstrate good progress by all groups of children Appropriate interventions are in place
Ensure the curriculum provides opportunities to promote diversity in terms of race, gender, disability and families, in an age appropriate way, including resources and displays	SLT/ Teacher / senior staff	Ongoing	Diversity is visible through the curriculum
All children are introduced to British Values in an age appropriate way	SLT / staff	Ongoing	Children demonstrate British Values in how they behave and have a developing understanding of democracy
Ensure all staff are aware of extremism, their responsibilities within this area and how it can affect young children	Headteacher	Ongoing	Staff have completed Prevent training Staff aware of the indicators of radicalisation.
Identify, respond to and report any racist incidents.	Headteacher	Reported through the termly headteacher's report to governors	All staff aware of and respond to racist incidents.

