



## **EQUALITY AND DIVERSITY POLICY 2020-2021**

### **Introduction**

#### **Our school Mission Statement**

- **We are a happy, safe and caring nursery school.**
- **We provide an engaging and appealing learning environment.**
- **We respect, support and co-operate with each other.**
- **We encourage everyone to use their strengths and build on their interests.**
- **We aim for everyone to achieve the best they can.**

#### **What do we hope to achieve at Usworth Colliery Nursery School?**

To work with parents and carers outside agencies to help children to learn and develop.

To contribute to the life and well To provide high quality early years education and child care for children below statutory school age.

-being of the local community.

To offer children and their families a service that promotes equality and values diversity.

#### **We are committed to:-**

Valuing and respecting every person involved with our school.

Supporting our children and our staff team to achieve their potential.

Including everyone in the activities we provide.

Providing an environment which is free from bullying, harassment and prejudice.

#### **Equal Opportunities**

We understand that opportunities are equal when:-

- It is understood that everyone is equal, unique and has different needs.
- Everyone has equal access.
- Choices for individuals are widened.
- Everyone feels happy, safe and secure in an environment which does not disadvantage or discriminate against them.
- We challenge stereotypes to ensure everyone has an equal chance to develop as they wish.
- We respond to individual needs to and for the benefit of everyone.
- We have suitable resources to meet everyone's needs.

#### **Aims and objectives**

By following the principles and guidelines in this policy we will:-

Ensure that all members of our school community feel happy, safe and secure.

Ensure that equality of access exists for all.

Promote equality of opportunity regardless of the nine protected characteristics of:-

- Age
- Ability
- Disability
- Gender
- Race
- Religion and belief
- Sexuality
- Gender reassignment
- Civil partnership and marriage

- Pregnancy and maternity.

Through our school ethos and common practices we will ensure that we actively develop the self esteem and self respect of all members of our school community.

That our nursery school is relevant to our increasingly diverse society.

That our curriculum actively promotes equality of opportunity.

That we actively challenge all forms of bullying, harassment, prejudice and stereotyping.

That we actively engage the support and commitment of the whole school community in achieving the above aims.

### **Legislation and best practice advice:-**

We are aware of our responsibilities in relation to:-

- 1970 Equal Pay Act
- 1975 Sexual Discrimination Act
- 1976 Race Relations Act
- 1988 Disability Discrimination Act
- 1998 Human Rights Act
- 1999 Macpherson Report into the Stephen Lawrence Murder Inquiry
- 2000 Race Relations (Amendment Act)
- 2001 Special Educational Needs and Disability Act
- 2002 Statutory Code of Practice on the Duty to Promote Race Equality
- 2006 Equality Act
- 2006 Sexual Orientations Regulations
- 2006 / 07 Employment Equality (Age) Regulations and Amendments
- 2010 Equality Act

## **GUIDELINES**

### **Disability**

Pupils with disabilities, learning difficulties and or special needs in our school will:-

- Have complete access to all of the facilities and resources available within our school.
- Receive additional or individual support if needed)to ensure that they fulfil their potential.
- Be integrated with and educated alongside other children.
- Have access to the same broad, balanced and relevant curriculum as other children.
- Be involved in the decisions being made about their care and education when possible.

### **Special Educational and additional needs**

As a Nursery school we are committed to:-

- Early identification of emotional and behavioural difficulties, before such difficulties lead to underachievement, disaffection and exclusion.
- Early intervention, target setting and regular monitoring of pupils with disabilities, learning difficulties or special needs.
- Giving additional support and encouragement to able or gifted and talented pupils to ensure they fulfil their potential.
- Working with parents and carers to ensure that pupils with disabilities, learning difficulties and or special needs, benefit fully from their time spent in our school.
- Ensuring that staff, when possible, take part in regular training about disabilities, learning difficulties and or special needs.
- Making use of local authority support services to ensure pupils with disabilities, learning difficulties and or special needs fulfil their potential.

### **Equality by Gender**

No matter their gender all of our pupils will:-

- Have access to the same broad balanced curriculum and resources.
- Be expected to do as well as they possibly can.
- Be expected to behave as well as they possibly can.
- Be expected to work together in a positive and constructive manner.

- Be discouraged from using sexist language and commended when they challenge such language.

As a Nursery school we are committed to:-

- Ensuring that neither gender dominates any area of the school, the curriculum or activities to the detriment of the other.
- Ensuring that all of our resources portray both genders in a positive and non-stereotypical way.
- Continue to monitor achievement by gender and if differences based on gender are identified, appropriate action will be taken to redress the balance.

### **Racial Equality**

We will ensure that:-

- When possible, the curriculum will reflect the ethnic, cultural and religious diversity of our local, regional, national or international societies.
- Resources will portray members of local and regional cultural and ethnic groups in ways which are positive and non stereotypical.
- Community languages other than English will be valued and promoted.
- All pupils will be able to dress and worship in ways which do not conflict with the cultural or religious conventions of the home.
- The dietary needs of all pupils will be met.
- Achievement and attendance will be monitored by ethnicity. If differences based on ethnicity are identified, appropriate action will be taken to address the imbalance.
- Members of all cultural and ethnic groups will be welcomed and valued by the school community.
- All racist incidents will be dealt with in an effective and consistent way, reported according to Local Authority guidelines and included in the Governing Body Annual Report to Parents.

### **Faith Equality**

We will ensure that:-

- We will use activities and resources within school to value and celebrate diversity based on religion and belief.
- All pupils will be given opportunities to meet their religious needs, especially at the time of important festivals.
- The dietary needs of all pupils will be met.
- Pupils will be discouraged from using offensive language based on religion or belief and commended when they challenge such language.
- Our resources will reflect people subscribing to a variety of religions and beliefs.
- People of all religions and beliefs will be encouraged to play an active role in school life.
- As far as possible our school team will reflect the variety of religions and beliefs that exist locally and nationally.

### **Equality relating to age or sexuality**

We will ensure that:-

- All of our pupils do as well as they possibly can.
- All of our pupils to behave as well as they possibly can.
- All of our pupils are encouraged to make equal use of all of the resources and facilities available in our school.
- Our resources will reflect the variety of families that exist in Britain today.
- Our resources will show people of all ages engaged in non-stereotypical roles and activities.
- When possible, school activities will be used to value and celebrate diversity based on age and sexuality.
- Pupils will be discouraged from using offensive language about age and sexuality and commended when they challenge such language.

- We will make appropriate use of local authority support services to ensure that all pupils fulfil their potential.

**Gender Reassignment, Civil Partnership, Marriage, Pregnancy and Maternity.**

In relation to the protected characteristics above, parents, carers, visitors, members of staff and all others associated with the school can be assured that discrimination will not occur, and that people's rights as defined in legislation will be respected.

- Where appropriate, children may have opportunities to discuss matters in related to the three protected characteristics above.
- Pupils will be discouraged from using offensive language about gender reassignment, civil partnership, marriage, pregnancy and maternity and commended when they challenge such language.
- People will be welcomed and valued no matter their personal circumstances, their marital status, whether in a civil partnership or not, whether pregnant or on maternity leave or whether having or undertaken, gender reassignment.
- We will make appropriate use of local authority support services to ensure that all pupils fulfil their potential.
- We will make appropriate use of local authority support services to ensure that equality of opportunity exists in relation to gender reassignment, civil partnership, marriage, pregnancy and maternity

**Monitoring and Evaluating our Policy**

We will monitor this Equality and Diversity Policy each Year in the Summer term and make any amendments or adjustment prior to the new school year.

We will review / produce appropriate actions plans at the same time each year.

Date of Policy	AUTUMN 2020
Policy Review Date	AUTUMN 2021
Person responsible for Equality and Diversity	Miss Angela M. Graham