



Equality Objectives 2021-2025

The Equality Act 2010 makes it unlawful to discriminate against people with a 'protected characteristic'.

The 9 Protected Characteristics are as follows:

Age: The Act protects people of all ages. The age specific protections have not yet been fully implemented and age is still the only protected characteristic by which direct or indirect discrimination can be justified (if it can be argued that treating someone differently because of their age is meeting a legitimate aim).

Disability: The Act applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.

Gender Reassignment: The definition of gender reassignment has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.

Pregnancy and Maternity (including breastfeeding mothers): A woman is protected against discrimination on the grounds of pregnancy and maternity. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. Also, it is unlawful to discriminate against women breastfeeding in a public place.

Marriage and Civil Partnership: The Act protects employees who are married or in a civil partnership against discrimination. Single people are not protected.

Race: This includes colour, ethnic / national origin or nationality.

Religion or belief: The Act covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour. Denominations or sects within a religion can be considered a protected religion or religious belief.

Sex: Previously referred to as 'gender', applies to male or female.

Sexual Orientation: The Act protects lesbian, gay, bi-sexual and heterosexual people

Our statutory school policies will be reviewed and evaluated using the borough's template EIA (Equalities Analysis and Impact Assessment). Statutory policies adopted from the local authority will be issued with an EIA.

We have to make available to the public how we have provided for this act and we will be focusing on the following equality objectives for the four year period ahead. These objectives support local and national initiatives around the PREVENT agenda, and our diverse community's needs. These objectives also support the work of other key policies, namely, Safeguarding, Pupil Premium, Single Equalities and our School Development Plan/s.

Our Two Objectives from January 2021-2024

1. ***"To accelerate the progress and narrow any gaps for any children who may miss school provision during the covid-19 pandemic, particularly our most vulnerable or disadvantaged and to ensure that these children are school ready."***

Outcomes

- Children have access to a personalised learning approach.
- Children have appropriate interventions which support their learning and development.
- Children 'catch up', or are school ready.

Possible actions

- Identifying how best to support these children with their learning;
- Focusing initially on emotional health and well-being to support transition back to learning
- Engaging with parents to support their child's learning.
- Closely tracking the progress of children to secure a judgement of 30-50 months is secure where possible.
- Successful referrals to appropriate services
- Communicating with parents at each stage regarding school readiness

2. ***"To further develop our knowledge and understanding of British Values and so that our children and community feel valued, included and represented in school life. "***

Outcomes

- British Values are explicit throughout nursery and have been incorporated fully into planning and practice by all staff at a level appropriate for young children.
- Children are aware of examples of British Values and what this may look like in our community.
- Resources and our environment reflect each cohort, and our ENCO supports staff in research around traditions and customs.

- People of all sexes and sexual orientation feel included, valued and welcome.

Possible actions

- Review planning themes: our curriculum will always be designed to include all and advance opportunities for those who share protected characteristics. It will be personalised to ensure that no-one is discriminated against and we will consult with stakeholders as frequently as we can
- Explore and plan to ensure the appropriacy of our focus is relevant to each cohort, looking more specifically at cultural expectations and experiences
- Utilise opportunities to engage with visitors and visits to places of interest
- Engage with parents and the community, seek their input (currently through digital platform) to shape and inform activities
- Provide practice and an ethos where we can learn about; Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance of different Faiths
- Audit our resources to ensure that they represent the 9 protected characteristics (appropriate to our children's age and understanding.) Purchase resources, dependent on budget to fulfil any areas of need.
- Add images around nursery to give children and adults positive messages and insight into people who may be different to them.

Evaluation

Evaluation of these targets will be through any Ofsted inspections, stakeholder feedback, or local authority involvement/monitoring.

Policy written by: Mrs Elizabeth Shears *Elizabeth Shears*

Policy reviewed in November 2020

Policy formally approved by the Chair of Governors - Mrs Celia Rushton

Signature: *Celia Rushton*

Date: November 2020