



Wentworth

Wentworth

Nursery School and
Children's Centre

EQUALITY POLICY 2016

Introduction

Wentworth Nursery School and Children's Centre is an inclusive organisation where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act (2010) provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our approach to equality is based on the following 7 key principles

1. All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. We recognize, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. We foster a shared sense of cohesion and belonging. We want all members of the Wentworth community to feel a sense of belonging both within Wentworth and the wider community and to feel that they are respected and able to participate fully in the life of the school and Children's Centre.

5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development
6. We have the high expectations of all our children, parents and staff. We expect that all pupils can make good progress and achieve to their highest potential
7. We work to raise standards for all children, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of children raises standards for all.

Purpose of the policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

We have an overall duty to :-

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

We have two “specific duties”

1. Publish information to show compliance with the Equality Duty by April 6th 2012
2. Publish Equality objectives which are specific and measurable by April 6th 2012

This policy describes how Wentworth is meeting these statutory duties and is in line with national guidance, and also provides guidance to staff and outside visitors about our approach to promoting equality.

Development of the policy

This policy was developed in consultation with staff, governors and parents and carers. It is part of our commitment to promoting equalities and providing an inclusive school and Children’s Centre.

Links to other policies and documentation

Although this policy is the key document for information about our approach to equalities in line with the Public Sector Equality Duty, we ensure that strands of objectives are related to our School and Children's Centre development plan and is reflective in our approach to recruitment of staff and admissions of our children.

What we are doing to eliminate discrimination, harassment and victimisation

- We take account of equality issues in relation to admissions and exclusions; the way we provide education for our pupils and the way we provide access for pupils to facilities and services.
- We are aware of the Reasonable Adjustment duty for disabled pupils – designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers.
- The Headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- We ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all.
- Our admissions arrangements are fair and transparent, and we do not discriminate against children or their families by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

Behaviour, Exclusions and Attendance

The school Policy on Behaviour takes full account of the new duties under the Equality Act. We make reasonable, appropriate and flexible adjustment for pupils with a disability.

Addressing prejudice and prejudice based bullying

Wentworth challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality:

- prejudices around disability and special educational needs
- prejudices around race, religion or belief, for example anti-Semitism and Islamophobia, Travellers, migrants, refugees and people seeking asylum

- prejudices around gender and sexual orientation, including homophobic and transphobic attitudes

We keep a record of different prejudice-related incidents and provide a report to the governors about the numbers, types and seriousness of prejudice-related incidents at our school and how we dealt with them. We review any such incidents and consider what actions are required to further minimize such actions from taking place in the future.

What we are doing to advance equality of opportunity between different groups

We collect and analyse data:

- on the outcomes of our children in relation to a range of groups including: EAL, EYPP, SEND and gender and ensure we take effective steps in reducing any significant differentials
- We have high expectations of all our children.
- We implement effective monitoring strategies to enable all our children to excel in their learning
- We provide high quality training to enable all our staff to be highly effective in their roles.
- We employ an evidence based approach to enhancing the outcomes of our children.
- We provide support to pupils at risk of underachieving
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.

What we are doing to foster good relations

- We prepare our children for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our pupils.
- We promote British values in recognising the following principles encompasses everyone, for example:
 1. Enabling children to understand the value and ability to take turns (Democracy) for example by sharing resources and expressing their thoughts/opinions/feelings.
 2. Enabling children to respect each other and understand right from wrong (rule of law) for example children knowing that we use words and not force if we disagree with others.
 3. Enabling children to make choices and recognise some choices may be different to others (individual liberty) for example children valuing and respecting choices made by their peers.
 4. Enabling children to respect and value others (mutual respect and tolerance), for example children recognising and valuing children's different play (boys in the home corner, girls using real tools); learning that some cultures maybe different to others but equally should be respected.

- We use materials and resources that reflect the diversity of the Wentworth community in terms of race, gender, sexual identity and disability, avoiding stereotyping.
- We work in partnership with parents and carers to engage fully in the nursery curriculum.
- We provide opportunities for children to appreciate their own culture and celebrate the diversity of other cultures.
- We include the contribution of different cultures to our curriculum delivery.
- We provide opportunities for children to listen to a range of opinions and empathise with different experiences.
- We promote positive messages about equality and diversity through displays, visitors, whole school events e.g. International Week, Chinese New Year.

Other ways we address equality issues:-

In order to ensure that the work we are doing on equalities meets the needs of the whole Wentworth community we:

- review relevant feedback from the annual parent survey, parents' evening, parent-keyperson meetings or governors' parent-consultation meeting
- secure and analyse responses from the staff survey, staff meetings and training events
- review outcomes of our children by specific cohorts including; gender/EAL, and EYPP.
- analyse issues raised in Annual Reviews or reviews of progress on Individual Education Plans
- ensure that we secure responses and feedback at Governing Body meetings and from the governing body's working groups.

Roles and Responsibilities

We expect all members of the Wentworth community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

Governing body

The governing body is responsible for ensuring that the school and Children's Centre complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body has a watching brief regarding the implementation of this policy.

Every governing body committee keeps aspects of the school's commitment to the Equality Duty under review, for example, in terms of standards, curriculum, admissions, exclusions, personnel issues and the school environment. Governors annually review the Equality Policy and evaluate the success of the school's Equalities work taking account of quantitative evidence (e.g. data) and qualitative evidence (e.g. surveys)

Headteacher and Senior Leadership team

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination. At Wentworth the Headteacher also has day-to-day responsibility for coordinating implementation of the policy and for monitoring outcomes. She has informed knowledge of the Equality Act.

Teaching and Support Staff

All teaching and support staff will:

- promote an inclusive and collaborative ethos
- challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur
- plan and deliver curricula and learning experiences that reflect Wentworth's principles, for example, in providing materials that give positive images in terms of race, gender and disability
- maintain the highest expectations of success for all pupils
- support different groups of children through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult
- keep up-to-date with equalities legislation relevant to their work.

We will provide training and guidance on Equalities for all new staff as part of the induction procedure. We will go through the principal expectations and duties of the Equality Act at a whole staff meeting at least once a year and a record of attendance will be kept.

Visitors

All visitors to Wentworth, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy. We will provide guidance and information in the school foyer and on the Wentworth website to enable them to do this.

Key contacts

Headteacher : Ben Hasan

Lead governor: Sally Lindsay-German

Equal Opportunities for staff

- This section deals with aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.
- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.
- We are also concerned to ensure wherever possible that the staffing of the school and Children's Centre reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, so long as such practice does not inhibit the learning of our children.
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Monitoring and reviewing the policy

We will review this policy on a two yearly basis.

Disseminating the policy

This Equality Policy (which includes current Equality Objectives) is available: on the school website or in the school foyer.

As well as this we ensure that the whole school community knows about the policy, objectives and data through, staff meetings, meetings with parents, carers and other communications.

We publish on the school's website copies of relevant policies and guidance, including those on behaviour and special educational needs.

Complaints

Complaints arising from the operation of this policy will be dealt with in line with the school's complaints procedure.

Equality Objective Statement

Equality and Diversity objectives 2016 -2020

Wentworth Nursery School and Children's Centre is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
 - Promote equality of access and opportunity within our school and within our wider community.
 - Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.
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Wentworth Nursery School and Children's Centre – Equality Objectives. Eliminate unlawful discrimination, harassment and victimisation

Objective

Children's voice are developed within the delivery of the early years curriculum.

Review how we consult with children in relation to children having a greater influence in determining their learning journeys.

Success Criteria

Children are involved in the setting up of the learning environment and/or contributing to their learning journey.

Consistent implementation and discussion of the ECERS and SSTEW audits

Wentworth Nursery School and Children's Centre – Equality Objectives. Advance Equality of Opportunity Between People

Objective

Robust systems for monitoring pupil progress in place and monitored regularly.

To support and broaden opportunities for vulnerable families

Success Criteria

Data analysis shows equality of attainment/progress for all and is used to determine any strategic changes in curricular delivery

Identify groups and individuals at risk of underachievement and plan intervention.

Implementation of Early Excellence

Date

Termly analysis of data.

Implementation of Early Excellence September 2018

Wentworth Nursery School and Children's Centre – Equality Objectives. Foster Good Relations Between People

Objective

To develop pupil understanding of tolerance and respect for others through the development of Circle time including the use of persona dolls

Success Criteria

Children are able to talk about how we should treat people. Staff are trained in the use of Persona dolls.

Date

Implementation of Persona Doll training by December 2018