Version 3

Equalities Policy

Reviewed by Governors – 04.07.18

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Introduction

Ripley Nursery School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. Our shared vision and Values for all stakeholders ensures this through our;

Core Beliefs – these are at the centre of everything

- Nurturing Relationships
- Inclusion
- Communication
- Creativity
- Nature

Guiding Principles – these help us to live our Core Beliefs by guiding curriculum, policy, pedagogy and interactions everyday

- **I am safe and loved** (valued, understood, respected)
- **I have autonomy and agency** (make choices, take risks, lead my own learning through hands on real experiences and advocate for myself)
- **I belong and can be my true self** (inclusive, accepted, celebrated)
- **I am capable and creative** (empowered, independent, problem solvers, resilient, process centred experiences, self-expression, deep level learning)
- **I engage in nature and care for my environment** (mental health, physical health, climate and sustainability)

We believe that the Equality Act 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.

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 gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristics. The Act requires us to comply with two specific duties;

1. The Public Sector Equality Duty or 'General Duty' to

· eliminate discrimination

· advance equality of opportunity

· foster good relations

2. Two 'Specific' Duties

1. Publish information to show compliance with the Equality Duty.

2. Publish Equality objectives.

This policy describes how the school is meeting these statutory duties and is in line with National guidance. We are guided by the following seven principles

1. All learners are of equal value – whether or not they are disabled, whatever their ethnicity, culture, religious affiliation, national origin or national status, whatever sexual orientation, whatever their gender

2. We recognise and respect difference – treating people equally does not involve treating them all the same. Our policies, procedures and activities must not discriminate but be differentiated as appropriate to take account of differences of life experience, outlook and background and in the kinds of barrier and disadvantage which people may face in relation to

· Disability so that reasonable adjustments are made

· Ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised

· Gender, so that the different needs and experiences of girls and boys, women and men are recognised

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 our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life

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 continuing professional development

6. We have the highest expectations of all our children – we expect that all pupils can make good progress and achieve to their highest potential

7. We work to raise standards for all pupils but especially for the most vulnerable – we believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school

Policy Commitments

1. Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure

- curriculum planning reflects a commitment to equality
- the curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school
- there will be opportunities in the curriculum to explore concepts and issues related to identity and equality

- the promotion of attitudes and values that celebrate and respect diversity, and challenge discriminatory behaviour and language whenever it occurs
- the use of images and materials which positively reflect a range of cultures, identities and lifestyles

2. Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that

- Adults in school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement
- A range of teaching methods is used throughout school to ensure that effective learning takes place at all stages for all pupils
- It is vital to monitor progress and outcomes of different groups of pupils and use this data to support school improvement

3. Promoting Equality: The culture and ethos of the school

We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school

At Ripley Nursery School we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community. Displays in and around school aim to reflect diversity across all aspects of equality

Reasonable adjustments will be made to ensure access for pupils, staff and visitors with disabilities

Provision is made to cater for the cultural, moral and spiritual needs of all children through the planning of assemblies, classroom based and off site activities.

- Pupil views are actively encouraged and respected for example through school council and pupil surveys

4. Promoting Equality: staff recruitment

Posts are advertised formally and open to the widest pool of applicants

All those involved in recruitment are appropriately trained

Equalities policy and practice is covered in all staff inductions

Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review

5. Eliminating Discrimination

We are aware of the reasonable adjustment duty for disabled pupils designed to enhance access and participation to the level of non-disabled pupils

The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors

The school has a clear procedure for dealing with prejudice related bullying incidents. We take seriously our obligation to report regularly to the local authority about the numbers, types and seriousness of prejudice related incidents at our school and how they are dealt with

Action Plans

Each year we draw up an action plan within the framework of the school improvement plan, setting out the specific actions and projects we will undertake to implement the principles set out in the policy, as well as developing a 3 yearly **Disability Equality Scheme and Accessibility Plan for Ripley Nursery School** which can be found on our school website

Roles and Responsibilities

1. The governing body is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and actions are implemented

2. A member of the governing body has a watching brief regarding the implementation of this policy

3. 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 action in any cases of unlawful discrimination

4. All staff are expected to:-

- Promote an inclusive and collaborative ethos in their classroom
- Deal with any prejudice related incidents as they occur
- Plan and deliver a curriculum and learning that reflect the principles of this policy
- Support pupils in their class with EAL
- Keep up to date with equalities legislation relevant to their work

Staff Development

We ensure that all staff receive appropriate training and opportunities for professional development, both as individuals and as groups or teams

Breaches of Policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher and governing body

Signed: _N. Brown_____ [Headteacher]

J. Benn_____ [Chair of Governors]