

Sandbank and Valley Nursery Schools Federation

Equality Duty 2022-2026

At Sandbank and Valley Nursery Schools we have due regard to positively promote equality by:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We do this by:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Compliance with the duty may involve treating some people more favourably than others.

The Equality Duty is fully integrated into our policies. We fully consider how our functions affect different groups in different ways and keep these issues under review.

Protected characteristics of;

Race

Gender

Disability

Religion and belief

Sexual orientation

Pregnancy and maternity

Gender reassignment

Are included as an explicit aim in all of our school's policies

Equality of Opportunity

We have a wide range of toys, resources books and posters where protected groups are represented. All children have access to these and are encouraged to be explored and used as adult's model and scaffold their use. Children are free to choose where they would like to play and with what. Staff monitor areas popular with individual and groups of children through observations and feed their back to the whole team. There is written evidence available. This is where any issues of inequality of access would be picked up and rectified.

Promoting tolerance and friendship and developing an understanding of a range of religions and cultures

Many seasonal events are celebrated through the year at nursery representing varied cultures and populations. The Rhythm of the year planning shows this and the Enhanced Provision plan details how this looks in practice.

The Developmental Matters part of the EYFS guidance on PSED ensures we treat each other with respect as children learn how to operate in a group of people. Children are encouraged positively to learn between right and wrong. The principles of the EYFS promote the unique child, their unique family and the positive relationships between all parts of their lives. This is the ethos in which the staff operate.

The behaviour and anti-bullying policy details how discriminatory behaviour is dealt with. Staff have a code of conduct in which to adhere to promoting equality of protected groups and outlining disciplinary measures for anyone breaking the equality duty. Any allegation of racism or bullying is recorded and investigated. If the allegation proves to be correct this is reported to the Governing Body. Incidents of racism are also reported to the Local Authority

Children are encouraged to share experiences from their home life by talking and showing what they have done. They are encouraged to wear their home clothes on mufti day. Role play resources (play and real) reflect the many cultures and ethnicities represented in our cohort. Children's varying family groups are reflected in the photographs displayed from Stay and Play sessions, induction visits, educational visits and parent contributions from family events. The child's view is reflected in the comments they make and are recorded in individual learning journeys to celebrate with their peers and with their families.

All educational settings are required by law to publish Equality Objective. The effectiveness and impact of these strategies will be monitored by the staff working directly with the children and the Senior Leadership Team.

All information gathered to meet the Equality Duty is in accordance with GDPR regulations 2018

Sandbank and Valley Nursery Schools Federation objectives for 2022-2026 are as follows

Monitoring attendance for disadvantaged groups	PSA to monitor attendance and support families of disadvantaged children where required.	
To involve all parents in their child's learning at nursery to promote positive relationships with all parents	<ul style="list-style-type: none"> • Home Visits • Workshops for toileting, healthy eating , Oral health • Curriculum workshops on What to expect to when • Maths workshop • Mother's Day Stories • Father's Day Stories • Christmas and Summer concerts • Coffee Morning • Christmas celebration Day • Open Days • Summer Visits • 	Parents to support their child at home with learning. Positive outcomes for children . Narrowing the gap agenda. Better understanding of child development and the curriculum for parents. Positive relationships with school staff.
To support parent's and families home life	<ul style="list-style-type: none"> • Support coffee morning every week • Weekly toddler group • Food Bank Vouchers • Safeguarding support • Mental Health support • Housing - signposting • Debt - Local Hub 	Positive outcomes for children and families Better mental Health for parents and children Life Long impact on all families

	<ul style="list-style-type: none">• Health support - other agencies• Parenting course (promoting parent courses via health visitor and family hubs)• Understanding your child• Understanding your pregnancy• Understanding your baby• Understanding your child with additional needs• Support for families - 'cost of living'• Second hand uniform• Support with Early years pupil premium children• Work closely with neighbouring school PSA to support families	
--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

Chair of Governors _____

Date _____