Sunny Brow Nursery School

where children grow

Equality Objectives & Summary

Reviewed November 2024
Next Review November 2028

PiraMidd
Partners in Raising Achievement in Middleton

ROCHDALE BOROUGH COUNCIL

FSA FOREST SCHOOL ASSOCIATION

As a school we welcome our duties under the Equality Act 2010. These duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

1. Publish equality information – to demonstrate compliance with the general duty across its functions. No information will be published which could specifically identify any individual child or adult.
2. Prepare and publish equality objectives.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above, however, where we find evidence that other functions have a significant impact on any particular group we will include work in this area. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. 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.

Core Statements:

In fulfilling our legal obligations, we will be guided by seven core statements:

Statement 1: All learners are of equal value.
Statement 2: We recognise, welcome and respect and celebrate diversity.
Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.
Statement 4: We observe good equalities practice, including staff recruitment, and development.
Statement 5: We aim to reduce and remove existing inequalities and barriers.
Statement 6: We aim to consult and involve widely
Statement 7: We strive to ensure that society benefits.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the responsibility of everyone in the school community:

	Responsibility
School Community	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Governing Body	The Governing Body will also agree the Equality Statement and objectives.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	To support the Head. Ensure fair treatment and access to services and opportunities. Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non-Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents and Community members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Support the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents, carers, staff and the wider school community can be expected to be treated.

We will ensure that the whole school community is aware of the Equality & Diversity Statement and our published equality information and objectives by informing parents that they are published on our website.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

Monitor and Review

Every four years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Equality Objectives

Our objectives for 2024- 2028 are:

- **To reduce prejudice and increase understanding of equality through direct teaching across the curriculum**
- **To promote cultural development and understanding by increasing the range of rich experiences for all pupils.**

The full policy is available from the school office/website.