



EQUALITY STATEMENT

Grasmere Nursery School

Legal Duties

As a school we embrace our duties under the Equality Act 2010.

The general duties are to:

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

We understand the importance 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 below:

- age
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership

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:

- Publish equality information – to demonstrate compliance with the general duty across its functions (**we will not publish any information that can specifically identify any child or family**)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse the data to determine our focus for our equality objectives. The data will be assessed across our provisions as a school with childcare and a children's centre delivery site.

This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above. However, if we find 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, and the UN Convention on the Rights of people with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Ethos/Mission Statement

We work and play through our values each day.

Rationale

We want to provide the very best service that we can in a safe, secure and caring environment.

Vision

- We want to meet all our children's needs.
- We want our children to love coming here and make progress to be the best they can be
- We want to be viewed as an integral part of the local community
- We want all of our staff to be excellent

Values

We think it's important:

- To ensure that the children are safe, healthy, enjoying and achieving, making a positive contribution and striving for economic wellbeing
- To work in partnership with children and their families
- To give high quality experiences for children, staff and visitors alike in every area of our provision
- To continue to promote equal opportunities and inclusion
- To offer a welcoming, safe, happy, secure environment
- To use a vast majority of trained, experienced staff and ensure that others are committed to development and training
- To share information effectively between staff, parents, other agencies and children, whilst maintaining confidentiality where appropriate
- To give outdoor play opportunities to all children, some of whom may not have access to a garden at home
- To give individual care and attention to all children in our care
- For each child in our care to have a key person to observe, collect and record information on their development and progress and be a point of contact for parents
- To provide healthy lifestyle choices and opportunities for all children
- To try to offer support to all those in our community who need it most
- To engender a culture of lifelong learning

Addressing prejudice related incidents

This school and centre is opposed to all forms of prejudice and we recognise that children and families who experience any form of prejudice related discrimination may fare less well in the education system and in life. We provide our children, families 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.

Responsibility

We believe that promoting Equality is a whole school, childcare and centre responsibility:

School, Childcare & Centre Community	Responsibility
Governing Body	Involving and engaging the whole site community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Head Teacher & SLT	As above including: Promoting key messages to staff, parents and children about equality and what is expected of them and can be expected from the school site in carrying out its day to day duties. Ensuring that the school, childcare and centre community receives adequate training to meet the need of delivering equality, including child awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Staff	To support managers as above. Ensure fair treatment and access to services and opportunities. Ensure that staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for children. Uphold the commitment made to children and parents on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of their responsibility to record and report prejudice related incidents.
All Other Staff	Support the school, childcare, centre and governing body

	in delivering fair and equitable service to all stakeholders. Uphold the commitment made to children and parents on how they can be expected to be treated. Support all colleagues and ensure that they are aware of their responsibility to record and report prejudice related incidents.
Parents and Carers	Take an active part in identifying barriers for the community and in informing the senior managers and governors of any actions that can be taken to eradicate these. Take an active role in supporting and challenging the school, childcare and centre to achieve the commitment given to them in tackling inequality and achieving equality of opportunity for all.
Children	Support the school with guidance from adults to achieve the commitment made to tackling inequality. Uphold the commitment made on how children, parents, staff and the community can expect to be treated.
Local Community Members	Take an active part in identifying barriers for the community and in informing the senior managers and governors of any actions that can be taken to eradicate these. Take an active role in supporting and challenging the school, childcare and centre to achieve the commitment given to them in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school, childcare provision and centre is aware of the Single Equality Policy, equality information and objectives by publishing them on our website

www.grasmerenursery.co.uk

Breaches

Breaches to this statement will be dealt with via the Code of Conduct and Disciplinary Procedure in the Personnel Handbook or otherwise as determined by the Head teacher and Governing Body.

Monitor and Review

Every three years.

Date Approved : Summer Term 2016

Date of next Review: Summer Term 2019