



Hollywood Park Nursery School
Equality Policy and
Opportunities Statement

Context

It is the aim of Hollywood Park Nursery School to recognise and encourage the valuable and enriching contribution that people from all backgrounds and experiences bring to the Nursery.

Each and every child at Hollywood Park Nursery School has an equal right to develop and achieve their potential. Equality of opportunity underpins the statutory framework for the Early Years Foundation Stage and the work of our nursery school. Children are treated as individuals with their own abilities, needs, attitudes, backgrounds and experiences always being considered.

Legislative framework

This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2015
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

The Equality Act 2010 provides a single legal framework with three broad duties:

- ❖ Eliminate discrimination
- ❖ Advance equality of opportunity
- ❖ Foster good relations

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 it is unlawful to discriminate against children/parents/carers/students/staff or treat them less favourably because of their:

- age,
- gender,
- race,
- disability,
- religion or belief,
- gender reassignment,
- sexual orientation,
- pregnancy or maternity,
- marriage or civil partnership.

Hollywood Park Nursery School is committed to meeting its duties and acknowledges that we have a statutory duty to:

- ✓ Eliminate unlawful discrimination, harassment and victimisation.
- ✓ Promote equality of access and opportunity within our Nursery 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.

Principles and aims

We see all learners and potential learners, their parents and carers as individuals who should be treated on the basis of merit and without prejudice. At Hollywood Park Nursery School we aim to provide a service for children, their families, students and staff that actively promotes equality of opportunity and freedom from discrimination on grounds of age, cultural background, class, disability, ethnicity, gender, sexual orientation, gender reassignment, faith, part-time worker, language, union activity, and an individual's health status. We will strive to remove conditions which place any child, their family, student or staff member at a disadvantage and will actively challenge prejudice and discrimination.

We aim to be an inclusive Centre and provide for equal opportunities throughout all aspects of our work and services.

We are committed to ensuring equality of education, access to services and opportunity for all children, parents, carers, students and staff irrespective of race, gender, disability, belief, religion or socio-economic background.

The Nursery's Leadership Team and the Hollywood Park's Governing Board review the progress we are making to meet our duties with regard to the protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief) under the Equality Act (2010).

The Governing Board will ensure, that in the cycle of policy reviews, that policies and practices are scrutinised to identify the effects they have on individuals or groups of people in relation to equality.

Our Equality Objectives reflect the Nursery's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Our Equality Objectives 2020 – 2022 are:

- To provide an environment that welcomes, protects and respects diversity.
- To ensure that all children and their parents and carers are given the opportunity to make a positive contribution to the life of the Nursery School.
- To introduce events to increase children's awareness and understanding of different cultures, faiths, communities etc.
- To use data to monitor children's progress and achievement and respond to variations between groups of learners as well as trends over time and comparisons with other settings.
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.

To achieve the objectives we will:

- ❖ Work closely with all parents to understand children's home context and how we can most effectively support them when in the setting.
- ❖ Engage in dialogue with parents to ensure we meet the needs of all children and that the provision is appropriate.
- ❖ Plan and provide an ambitious curriculum for all children, ensuring teaching is consistently of the highest quality, using assessment to inform planning, and rigorously monitoring progress and standards.
- ❖ Collect and analyse data to ensure all groups are progressing well and no group is disadvantaged. Teaching and learning will be tailored to children's interests and needs to ensure good progress is sustained for all children.
- ❖ Have a co-ordinated assessment process towards an Education, Health and Care plan (EHC plan) for those children identified as having

significant and complex needs, where families are fully involved in planning, commissioning and reviewing services.

- ❖ Work closely with other agencies to actively promote inclusion, equality and diversity.

- ❖ Involve stakeholders in the development, review, evaluation and impact assessment of all relevant improvement plans, policies and procedures.

- ❖ Publish and share our policies with the Nursery School community.

Staff and governors demonstrate our commitment to equality by:

- ensuring acceptable behaviour,
- responding to incidents and complaints in a proactive way,
- providing access to services, facilities and information,
- recruiting and employing people fairly,
- meeting specific needs.

Leadership, Management and Governance

Hollywood Park Nursery School is committed to:

- Being proactive in promoting good relationships and equality of opportunity across all aspects of Nursery School life and the wider community.

- Encouraging, supporting and enabling all children, families and staff to reach their potential and make a positive contribution.

- Working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity Policy is followed.

Responsibilities

The Governing Board

It is the Governing Board's responsibility to:

- Ensure that the Nursery School complies with Equality legislation.
- Meets the requirements to publish Equality Schemes.
- Ensure that the Nursery School's policies, procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans.
- Scrutinise the recording and reporting procedures at least annually.
- Follow the LA'S admissions policies, which are fair and equitable in its treatment of all groups.
- Monitor attendance and offer appropriate support.
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Board.
- Provide information in appropriate, accessible formats.
- Be involved in dealing with serious breaches of the policy.

The Headteacher

It is the Headteacher's responsibility to:

- Implement the policy and its strategies and procedures.
- Ensure that all staff receive appropriate and relevant continuous professional development and opportunities.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Deal with any reported incidents of harassment or bullying in line with LA guidance.
- Expect that all visitors and contractors are aware of and comply with the Nursery School's equality and diversity policy.

All staff

It is the responsibility of all staff to:

- Be vigilant in all areas of the Nursery School for any type of harassment and bullying.

- Deal effectively with all incidents from overt name calling to the more subtle forms of victimisation caused by perceived differences.
- Identify and challenge bias and stereotyping within the curriculum and in the Nursery School's culture.
- Promote equality and good relations and be inclusive in provision of services.
- Promote an inclusive curriculum and Nursery School ethos which reflects our diverse society.
- Keeps up-to-date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

Monitoring and Evaluation

- We check existing resources for bias and stereotyping, and continue to monitor, add to, and evaluate resources.
- Children's attainments are monitored by ethnicity and gender, so that positive steps may be taken to remove any obstacles or disadvantages, which may impede learning.
- We will continue to monitor our equal opportunities policy and ensure that all staff apply these guidelines fairly in all situations.
- We give serious consideration to any complaints regarding equal opportunity issues from parents, staff and children.
- The Headteacher will report to the Governing Board on an annual basis on the effectiveness of this policy.

Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Board and LA as required.

- **Links to other policies, procedures & guidance:**
- Race Relations Act 1976 (as amended in 2000)
- Disability Discrimination Act 1995 (as amended in 2009)
- Equality Act 2010
- Education and Inspections Act 2006

- Duty to promote Community Cohesion, Education and Inspection Act 2006
- Stockport Diversity & Equality Policy & Comprehensive Equality Scheme
- Vision & Values Statement
- Complaints and Concern Procedure 2020
- SEND Code of Practice 2015
- Special Educational Needs and Disability Policy.
- Early Years Statutory Framework 2017
- Staff Handbook 2019

Spring 2020

Date Agreed

Where Agreed

Review Date

Teaching and learning Governors

Spring 2022

Signed Chair of Governors _____

Date: _____

For further information:

For an easy read version of the 2010 Equality Act please follow the link below
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85012/easy-read.pdf

For more specific information the following links may be useful:

- ACAS www.acas.org.uk
- Age Positive www.dwp.gov.uk/age-positive
- Anti-bullying alliance www.anti-bullyingalliance.org
- Andrea Adams Trust www.andreaadamstrust.org
- Carers UK www.carersuk.org
- Changing Faces www.changingfaces.org.uk
- Disability Discrimination Information www.direct.gov.uk/DisabledPeople
- Employers Forum on Age www.efa.org.uk
- Employers Forum for Belief www.efbelief.org.uk
- Gender Trust www.gendertrust.org.uk
- Just Fight On - against workplace bullying and abuse www.jfo.org.uk
- Press for Change www.pfc.org.uk
- Trade Union Congress www.tuc.org.uk
- Stonewall www.stonewall.org.uk
- Women's National Commission www.thewnc.org.uk
- Working Families www.workingfamilies.org.uk

