



**Foundations for Children**  
Nursery Schools Federation



## **Foundations for Children Equality Policy**

**Croyland Nursery School, Parklands Nursery School,  
Camrose Early Years Centre and  
Highfield Nursery School**

<b>POLICY APPROVED BY:</b>	<b>Full Governing Body</b>
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## 1. Statement and Objectives

At Foundations for Children Nursery Schools Federation, we are committed to equality. We aim for every child to fulfil their full potential no matter what his/her background or personal circumstances. The Equality Act 2010 was introduced fully in April 2011 and there is no longer a requirement that schools should draw up and publish equality schemes or policies.

It is still good practice, however, for a school to make a statement about the principles according to which it assesses the impact on equality of its policies and practices, and according to which it establishes specific objectives. We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the Federation provisions are:

- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.
- Age (only applicable to staff, not pupils)
- Marriage and civil partnership (only applicable to staff, not pupils) Marriage and civil partnership are NOT protected characteristics for the schools' provisions for pupils.



We will have due regard to advancing equality of opportunity including making serious consideration of the need to-

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of people who share protected characteristics that are different from the needs of persons who do not share it;
- encourage persons who share relevant protected characteristics to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- awareness – all staff know and understand what the law requires
- timeliness – implications considered before they are implemented
- rigour – open-minded and rigorous analysis, including parent/pupil voice
- non-delegation – the PSED cannot be delegated
- continuous – ongoing all academic year
- record-keeping –keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- publishing our equality information
- publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

## 2. Equality Information

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified. This information is based on information disclosed to us.



### 3. Legal Framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise these duties are essential to 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 and the Public Sector Equality Duties 2010.

Guiding principles In fulfilling the legal obligations cited above, we are guided by nine principles:

**Principle 1: All learners are of equal value. We see all learners and potential learners, and their parents and carers, as of equal value:**

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity or orientation.

**Principle 2: We recognise and respect difference. Treating people equally (Principle 1 above) does not necessarily involve treating them all the same.**

Our policies, procedures and activities must not discriminate but must nevertheless 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, and women and men and non-binary are recognised
- religion, belief or faith background



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- sexual identity or orientation

**Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging. We intend that our policies, procedures, and activities should promote:**

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and non-binary and an absence of sexual and homophobic harassment.
- Positive attitudes and understanding of those women pregnant or during maternity.

**Principle 4: We observe good equalities practice in staff recruitment, retention and development.**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- Positive attitudes towards disabled people, good relationships between disabled and non-disabled people and an absence of harassment of disabled people
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice related bullying and incidents
- mutual respect and good relations between boys and girls, women and men, and non-binary and in the absence of sexual and homophobic harassment.

**Principle 5: We aim to reduce and remove inequalities and barriers that already exist In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:**

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men and non-binary



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**Principle 6: We consult and involve widely People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:**

- disabled people as well as non-disabled
- people from a range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys and non-binary.
- LGBTQIA+ as well as straight people.

**Principle 7: Society as a whole should benefit. We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:**

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys and non-binary
- LGBTQIA+ as well as straight

**Principle 8: We base our practices on sound evidence We maintain and publish quantitative and qualitative information about our progress towards greater equality in relation to:**

- disability
- ethnicity, religion and culture
- gender

**Principle 9: Objectives Every four years we formulate and publish specific and measurable objectives. The objectives that we identify take into account national and local priorities and issues, as appropriate.** We keep equality objectives under review and report annually on progress towards achieving them. Objectives are based on the evidence we have collected and published, in relation to:

- disability
- ethnicity, religion and culture
- gender



## 4. The Curriculum

We keep our curriculum under review to ensure that teaching and learning reflect the nine guiding principles.

## 5. Ethos and organisation

We ensure the principles apply to the full range of our policies and practices, including those that are concerned with:

- children's progress, attainment and achievement
- children's personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community.

## 6. Addressing prejudice and prejudice-related bullying

The Federation is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties. We take seriously the importance of recording the numbers, types and seriousness of prejudice-related incidents at our schools and how they are dealt with. We also investigate potential patterns and trends of incidents.





## 7. Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body has a supporting role regarding the implementation of this policy. The Executive 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 appropriate action.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- respond to any prejudice-related incidents that may occur
- incorporate the principles of this policy into the curriculum
- keep up-to-date with equalities legislation relevant to their work.

## 8. Information and resources

We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers. All staff and governors are signposted to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

## 9. Religious observance



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We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice. Staff development and training We ensure that all staff receive appropriate training and opportunities for professional development around equalities.

## 10. Breaches of the policy

Breaches of this policy will be dealt with in line with the Federations' disciplinary policy. Monitoring and evaluation We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate. We collect, analyse and use data in relation to achievement, relevant and appropriate to the profile of the school.

## 11. Equality Information

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified. This information is based on information disclosed to us.

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