**EQUALITY STATEMENT**

*(For the purposes of this policy, please note that when referring to ‘School’, this also includes all organisations that use GBNS’s faciltities.)*

**Legal Duties**

As a school we welcome 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 listed 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 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
* Exclusions
* 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.

In fulfilling our legal obligations we will:

* Recognise and respect diversity
* Foster positive attitudes and relationships, and a shared sense of belonging
* Observe good equalities 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**

**Mission**

Discover together – our voice, our values and our vision.

**Our Principles**

Our aim at Gill Blowers Nursery is to work together as a learning community; to encourage new ideas and experiences, allowing those in this community to grow and achieve their full potential in the future.

Our aim is to bring together care and education. This will be achieved by parents, children and staff and working together as a team.

This requires:

* Communication – sharing, rapport, friendship and scaffolding
* Support – encouragement, positive reinforcement, acceptance, satisfaction
* Co-operation – sharing, being valued
* Trust
* Honesty
* Time.

**Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and families who experience any form of prejudice related discrimination may fair 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. The Local Authority may provide some support.

**Responsibility**

We believe that promoting Equality is a whole school responsibility:

| **School Community** | **Responsibility** |
| --- | --- |
| Governing Body | Involving and engaging the whole school 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 | 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 in carrying out its day to day duties. Ensuring that all the school 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 Management Team | To support the Head as above  Ensure fair treatment and access to services and opportunities. Ensure that all 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/carers 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 and the governing body in delivering a fair and equitable service to all stakeholders  Uphold the commitment made by the head teacher on how children, families and parents/carers can be expected to be treated  Support colleagues within the school community  Ensure that they are aware of their responsibility to record and report prejudice related incidents |
| Parents | 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. |
| Children | Supporting the school to achieve the commitment made to tackling inequality.  Uphold the commitment made by the head teacher on how children and parents/carers, staff and the wider school community can be expected to be treated. |
| Local 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 made to the school community in tackling inequality and achieving equality of opportunity for all. |

**We will ensure that the whole school & oranisations that use GBNS’s faciltities are aware of Equality Statement and our published equality information and equality objectives by publishing them on** **our website**[*www.gillblowersnursery.co.uk*](http://www.gillblowersnursery.co.uk)

**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 three 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.

Date Approved by the Governing Body – July 2013

Date reviewed by the Governing Body **–** May 2019

Date to be reviewed by the Governing Body – May 2021