

# ROTHESAY NURSERY SCHOOL

## EQUALITY STATEMENT

### 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.

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**

### **Mission**

Rothesay Nursery – a place to grow and learn

### **Our Principles**

Children are the heart of our child centred, inclusive nursery school. We provide high quality nursery education and care through an exciting and diverse play based curriculum, which develops children’s skills for lifelong learning.

We work closely with our families, to foster high expectations for all our children.

We develop children’s learning power by giving them opportunities to explore our extensive indoor and outdoor environment so they can reach their full potential.

We teach children to care for themselves and others and make healthy and sustainable choices.

## **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 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 responsibility.

<b>School Community</b>	<b>Responsibility</b>
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.
Headteacher	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 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 Headteacher 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 Headteacher 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 school and 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 school and 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 is aware of the Single Equality Policy, equality information and objectives by publishing them on our website.

[www.rothesaynursery.co.uk](http://www.rothesaynursery.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 Headteacher and Governing Body.

## **Monitor and Review**

We will review our objectives in relation to any changes in our school profile every three years. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

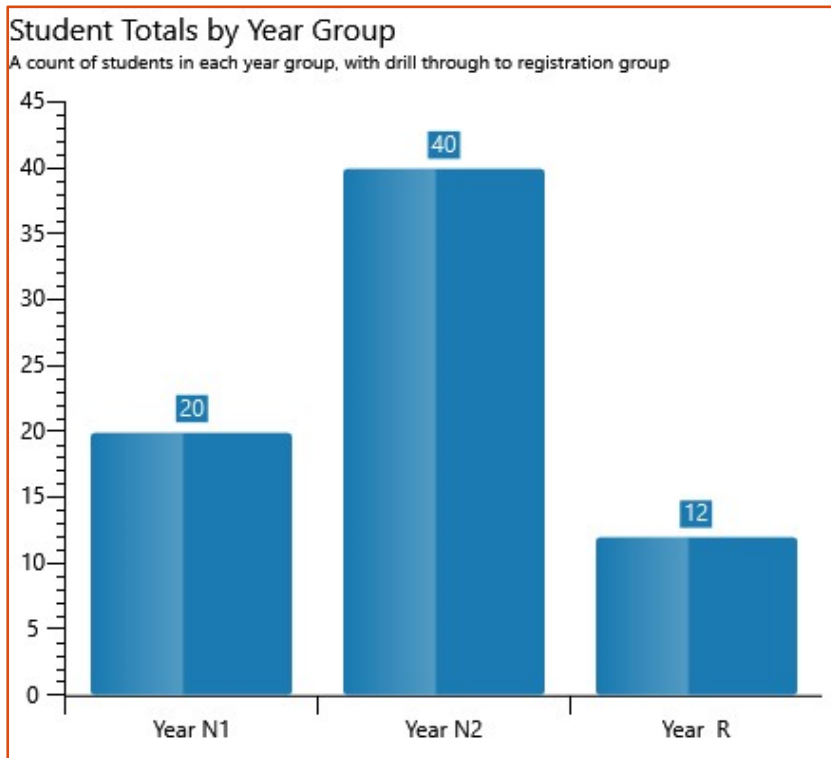
Date Approved:

Date of next Review:

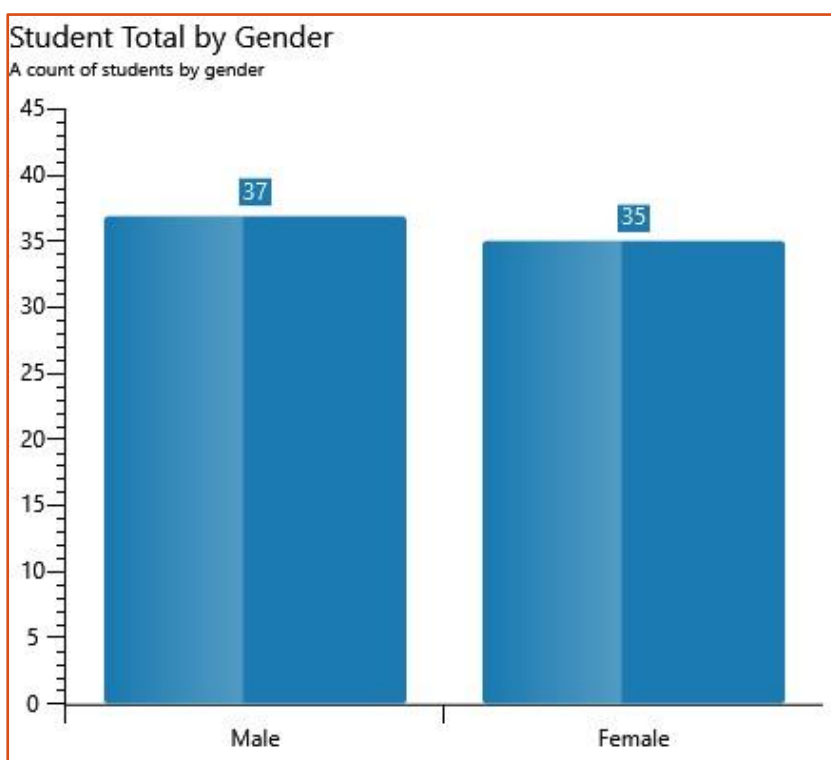
# Rothesay Nursery School

The following data is from the Autumn Term School Census 2021. It contains contextual information to assist the school in identifying the possible barriers to children's learning.

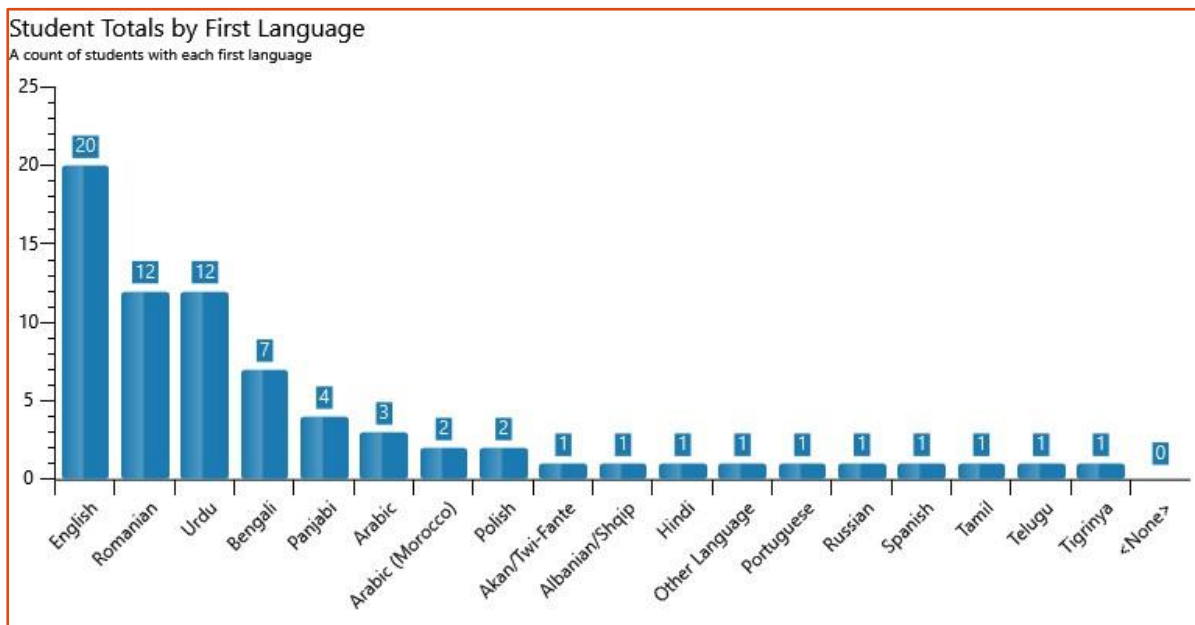
We currently have 72 children on roll at the nursery. Of these, 20 are funded 2 year olds (N1) and 40 are aged 3-4 (N2). We have 12 older children (R) and these children will be moving onto their next school this academic year.



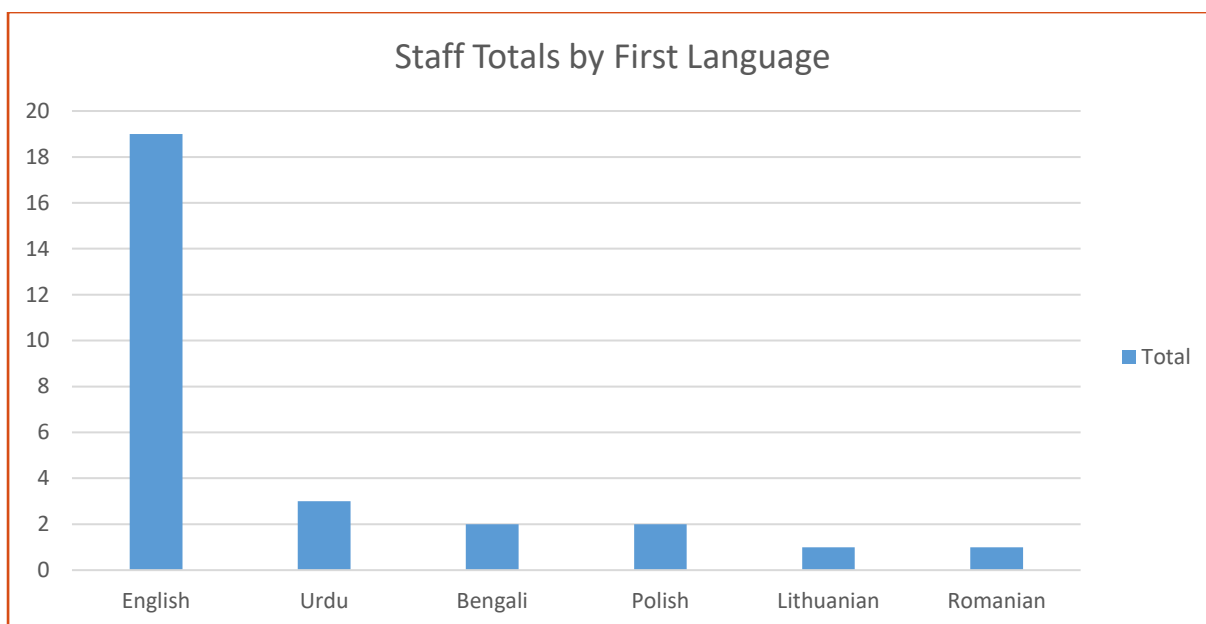
There are a higher proportion of boys than girls currently on roll.



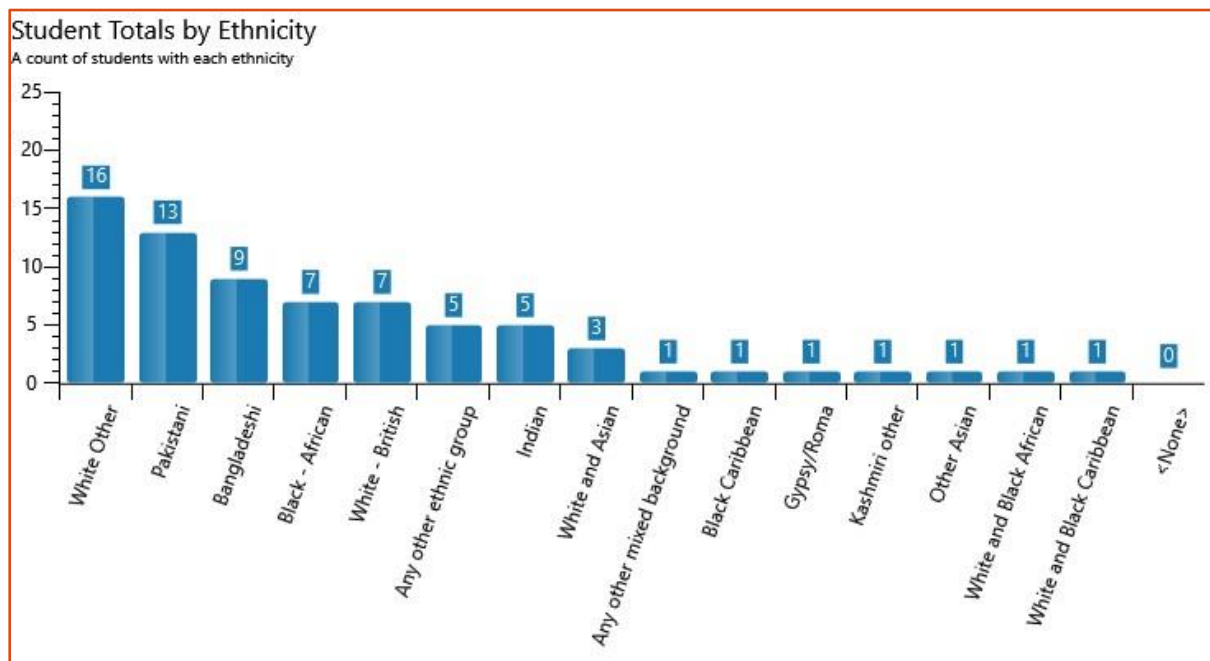
We have a diverse number of languages spoken at Rothesay Nursery and 72% of children on roll have English as an Additional Language. Where we only have one child in school that speaks a particular language this can sometimes be isolating for them.



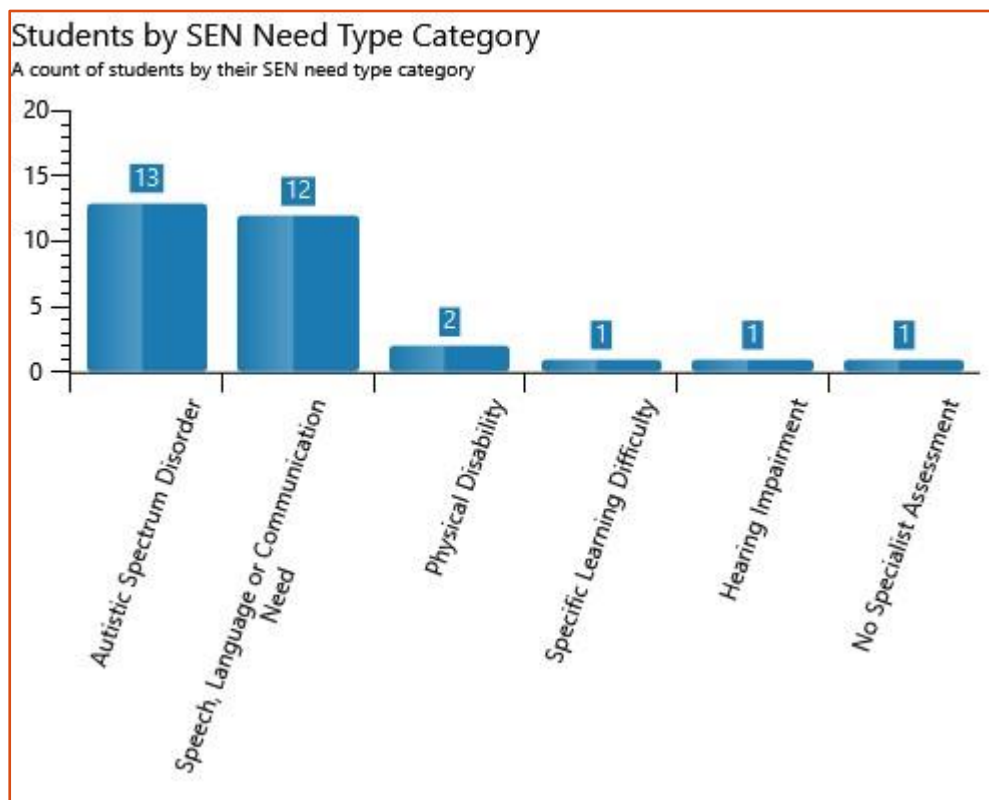
We also have a few staff members who speak more than one language and this is useful to support communication with both children and their families.



Our pupil demographics have seen a change over recent years. A large proportion of our families are from Pakistani heritage. However, more children from Eastern Europe (White Other) are attending nursery. The ethnic make-up of our children reflects the diverse local community that our nursery serves.



As a resourced nursery, we receive additional funding to support children with severe and complex needs. We currently have 17 children accessing 22 resourced places. This number has increased significantly from last year, due to the high level of need our children with an identified SEND have. We currently have 9 children with an EHCP.



# EQUALITY OBJECTIVES

## Objective 1 - Advancing Equality of Opportunity

To increase a culture of reading, especially for boys and children for who English is an Additional Language (EAL)

### Why we have chosen this objective

We want to support all children to become confident readers and to achieve this we need to increase the progress of boys and children with EAL.

### To achieve this objective we plan to

Ensure a professional dialogue on the role of the adult in the reading, role-play and mark making areas within the classroom.

Ensure a high quality range of books are available

Ensure dual text books are available alongside our core books

Use story sacks in all classrooms

### Evaluation of progress we are making towards achieve this objective

Our success criteria includes:

Increased confidence in staff identifying opportunities to develop literacy skills

Increased use of multi-media linked to reading

Activities linked to core books

Children exploring/reading books independently

## Objective 2 – Eliminating Discrimination

To provide training for all staff and governors on equality and diversity

### Why we have chosen this objective

To raise awareness in all staff and governors of the schools obligations under the Equality Act 2010. To eliminate anti-discriminatory practices that may occur.

### To achieve this objective we plan to

Hold a staff INSET day which focuses on equality and diversity

Review our induction process with a equality and diversity focus

Raise staff and governors awareness of equality objectives and understand their role in eliminating discrimination

### Evaluation of progress we are making towards achieve this objective

Our success criteria includes:

All staff and governors aware of current legislation and their responsibilities.