



ROTHESAY NURSERY SCHOOL

EQUALITY INFORMATION AND OBJECTIVES POLICY

Rothesay Nursery- a place to grow and learn

Autumn 2024

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- › Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- › Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- › Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Our school aims to promote respect for difference and diversity in accordance with our values, such as sharing and taking turns, listening, and being kind.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- › [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- › [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing board will:

- › Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- › Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- › Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

- › Ensure they're familiar with all relevant legislation and the contents of this document
- › Attend appropriate equality and diversity training

The headteacher will:

- › Promote knowledge and understanding of the equality objectives among staff and pupils
- › Monitor success in achieving the objectives and report back to governors

The Senior Leadership Team will:

- › Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- › Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every Spring term.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- › Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils/families with different religions or beliefs)
- › Taking steps to meet the particular needs of people who have a particular characteristic
- › Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- › Analyse progress data to determine how pupils with different characteristics are performing
- › Determine strengths and areas for improvement in particular groups of pupils and implement actions in response
- › Make evidence available identifying improvements for specific groups
- ›

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- › Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum.
- › Working with our local community.
- › Encouraging and implementing initiatives to deal with tensions between different groups of pupils/families within the school. All pupils are encouraged to participate in the school's activities. We also work with parents to promote knowledge and understanding of different cultures

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- › Cuts across any religious holidays
- › Is accessible to pupils with disabilities
- › Has equivalent facilities for boys and girls

8. Equality objectives for Rothesay Nursery School

Objective 1

Promoting tolerance and understanding of a range of religions and cultures through different aspects of our curriculum.

Why we have chosen this objective
We want to ensure that children understand their own culture and religion and start to understand that different children can have different cultures and religions.
To achieve this objective we plan to
Celebrate (with families if appropriate) different celebrations specific to different cultures. Invite different faith leaders into school to engage with children at their level about different cultures and religions. Ensure a professional dialogue on the role of the adult in encouraging and promoting tolerance. Ensure dual text books are available alongside our core books. Auditing books to ensure that they reflect a range of cultures.
Evaluation of progress we are making towards achieve this objective
Our success criteria includes: Children are able to reflect on and talk about significant events in their own experience. Some children are able to talk about significant events in their friends experiences and understand that these may be different from their own experiences.

Objective 2

To advance equality of opportunity by challenging stereotypes, including gender stereotypes.

Why we have chosen this objective
We want to ensure that children understand that girls and boys can make choices based on preference rather than gender.
To achieve this objective we plan to
Staff audit/training/reflection in gender stereotypes. Ensure a professional dialogue on the role of the adult in encouraging and promoting tolerance. Provide books that challenge gender stereotypes. Provide dress up clothes for both genders and ensure that children of both genders have equal access to them. Staff challenge gender stereotypes as they arise

Staff will attempt to educate parents as situations arise, for example reassuring parents who are worried that their son is pushing a pram at school.

Evaluation of progress we are making towards achieve this objective

Our success criteria includes:

Children are able to reflect on and accept dialogue/play that challenges gender stereotypes.

Children accept that different children may have different favourite toys/colours/clothes.

9. Monitoring arrangements

The headteacher will update the equality information we publish, described in section 8 at least every 4 years.

This document will be reviewed by the governing body at least every 3 years.

This document will be approved by governing body. (Last review Autumn 2024.)

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Special Educational Needs Information Report
- Behaviour Policy