

Sir James Knott Nursery School



Single Equality Scheme

“Creating strong and lasting foundations for learning”

Certified as reviewed and adopted by the Resources Committee:	25th November 2019
Designated member of staff's responsibility:	Mr Croft- Headteacher
Next review date:	November 2022



Single Equality Scheme Statement

At Sir James Knott Nursery School our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

Sir James Knott Nursery School Ofsted Report March 2017 states:

You check closely on the progress of children who have special educational needs and/ or disabilities and ensure that they are well supported. Highly effective relationships with parents are helping to secure appropriate advice and support from external agencies. This means that children are accessing additional funding in a timely manner, which is supporting their good progress rates from their varying starting points.

This Single Equality Scheme aims to integrate equality into the school's core priorities and functions. It will inform our School Development Plan and this will enable us to:

- Demonstrate how promoting equality and eliminating discrimination can help raise standards
- Ensure that equality and diversity are part of the school's core business both as a school and as an employer
- Promote community cohesion and good relations between people of different backgrounds through education
- Inform the overall evaluation of our effectiveness in our self-evaluation form for future Ofsted inspections
- Ensure that our equality objectives help complement the outcomes for pupils in school
- Place the school in a position, which is regarded by every one as an environment that affords respect and fair treatment of all.

This Scheme aims to bring together equality strands in one harmonised documents and set out our school commitment to promotion of race, disability and gender equality as well as incorporating then newer legislation on age, sexual orientation, religion and belief and transgender. Our Equality Action Plan will bring together all our existing work as well as enabling us to introduce developments. Our equality and diversity policy promotes fairness and equality of opportunity as well as celebrating diversity for all people.

Our Key equality and diversity objectives are:

- To increase staff and pupil knowledge and understanding of equality and diversity issues
- To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils
- To understand that all learners are of equal value, recognising that diversity is a strength within our community that is celebrated
- Mutual respect, positive attitudes and relationships are promoted
- We all belong to a community that works well together to promote positive outcomes for all embracing the schools vision of 'Creating strong and lasting foundations for learning'
- Equality and diversity applies to all members of our community, adults and children alike. We ensure that all policies and procedures benefit all employees
- We have high standards and expectations that all children regardless will and can achieve their potential and the school strives to fulfil this at every opportunity.

What do we mean by Equality and Diversity?

Equality refers to outcomes, making sure that all social groups benefit equally from our activities. Diversity recognises that we can only achieve equality by taking into account the different needs of communities. Equality is impossible to achieve without recognising diversity.

What is discrimination?

Discrimination is a type of negative treatment that affects a whole group of people or an individual because they belong to a group.

Direct discrimination is when a person is treated less favourable than others because of their (real or perceived) ethnicity, disability, age, sexuality, religion/ belief or gender.

Indirect discrimination is when there are rules or procedures that have the effect of discriminating against certain groups of people.

Who does this scheme apply to?

This equality scheme applies to the following stakeholders:

- Pupils
- Staff
- Governors
- Parents/Carers
- Visitors

Profile of our School

The following tables reflect the context of our school community November 2019:

Pupils: Total 98

Ethnicity	Total	Percentage
White British	85	87%
White and Asian	1	1%
Any other white background	6	6%
Bangladeshi	2	2%
Any other mixed	2	2%
Any other ethnic group	1	1%
Any other Asian background	1	1%

Religion	Total	Percentage
Christian	36	37%
Catholic	10	10%
Muslim	4	4%
Refused	8	8%
No religion	40	41%

SEND	Total	Percentage
Number on SEND Register	2	2%
LAC	4	4%

Children on roll	Total	Percentage
Boys	49	50%
Girls	49	50%

Tynemouth Profile

Located on the north east coast just to the north of Newcastle upon Tyne, North Tyneside is a borough with great potential and strengths: outstanding educational achievement, magnificent natural assets, easy accessibility to the coast, city and riverside, affordable housing, improving urban areas and rural areas with a high quality of life. Such attributes make our borough a great place to live, work and visit.

Tynemouth ward is situated at the south east corner of the borough and includes Tynemouth Long Sands, Tynemouth Short Sands, Tynemouth Priory, Prior's Haven, The Flats, the Fish Quay and Western Quay.

It's western boundary starts at Howards Street, includes Northumberland Square and then ends Tynemouth Gold Course (of which it includes).

The northern boundary is Beach Road and then Links Avenue where it meets its neighbouring ward, Cullercoats to the North.

To the west is Preston ward, and to the most southern west is Riverside ward.

The usual resident population of Tynemouth Ward is 10,488. Of this 0 residents live in a neighbourhood that is in the 10% most deprived in England.

The majority of the residents of Tynemouth Ward are White British; 95.3%. Refer to NTC Ward Profile of Tynemouth Ward for further breakdown.

The demographics of age are as follows;

	Broad Age (Group)				
	0-17	18-64	65-74	75+	90+
North Tyneside Population	19.99%	60.21%	10.97%	7.93%	0.90%
Ward Population	17.11%	59.47%	12.69%	9.55%	1.18%

Child Poverty

Within the Tynemouth Ward; 22.5% of children are living in poverty (After housing costs) and 14.5% of children are living in poverty (Before housing costs).

Our school contextual data (January 2019) indicates that;

13% of pupils live in the 20% most deprived areas nationally
20% of pupils live in the 20% least deprived areas nationally

Roles and Responsibilities

Governors are responsible for

- ensuring that the school complies with all equality legislation

- approving and adopting the schools single equality scheme
- receiving progress reports and making recommendations for future actions to ensure the identified priorities are achieved
- a name Governor will have responsibility for monitoring equality outcomes

The Leadership Team of the school will be responsible for

- promoting the single equality scheme both inside and outside the school
- ensuring that all staff fulfil their role with regard to delivering equality
- providing reports to the Governing Body and staff on how the scheme is working
- taking appropriate action where discrimination occurs

Parents/Carers will:

- have access to the scheme and be encouraged to support the scheme
- have the opportunity to attend any relevant meetings/awareness raising sessions related to the scheme
- have the right to be informed of any incident related to this scheme which could directly affect their child

Staff are responsible for

- engaging with the school in eliminating any discrimination
- promoting a positive working environment
- showing a commitment to undertaking training and development within this area

Pupils will:

- engage with the school in eliminating any discrimination
- promote a positive environment for learning
- show commitment to undertaking further learning in this area

Visitors to our school will be expected to respect and follow our equality policy

British Values

Promoting British Values at Sir James Knott Nursery School underpins the curriculum we deliver and the ethos we try to establish within the community.

The Department for Education states that there is a need “to create and enforce a clear and rigorous expectation on all schools to promote the fundamental British Values of Democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

To see how Sir James Knott Nursery School reinforce these values regularly, please refer to the British Values Policy.

Monitoring and Reviewing

This single equality scheme will run for three years but will be reviewed and reported upon annually to the Governing Body.

The School Development Plan will ensure this scheme forms an essential part of the school's action on equality. It includes targets determined by the Governing Body for promoting a cohesive community, inclusion and equality in the school, also with reference to the workforce. It also ensures other school policies address equality issues.

This scheme and the schools equality and diversity policy will be regularly monitored and reviewed by staff and Governors to ensure that it is effective in tackling discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.

Any pattern of inequality found as a result of impact assessments is used to inform future planning and decision-making.

The Headteacher/leadership team will provide monitoring reports for review by the Governing Body. These will include: school population, recruitment, retention, progression, key initiatives, progress against targets and future plans.

Equality Action Plan

The Action Plan, identifies our specific actions to enable the school to move forward in promoting the diversity agenda and achieve the equality objectives outlined in this scheme. Please refer to Equality Action Plan for further details.

School Accessibility Action Plan

The School Accessibility Plan, identifies the specific actions proposed by the Governing Body to improve pupil access to information, buildings and the curriculum. Please refer to School Accessibility Plan for further details.