

Bedford Nursery Schools Federation

Policy Document



Equality Policy

Adopted by Governors: March 2014
Reviewed: March 2023 at FGB
Next Review: March 2025

Statement of intent

At Bedford Nursery Schools Federation all children and families are valued as individuals. The Governing Body and staff believe that no child, family or staff member, visitor or volunteer should suffer discrimination, direct or indirect, while at school or within the wider school community. This means that equality is central to everything we do. We provide an inclusive learning environment as well as being positive about the diversity of our local community and celebrating this.

Teachers and Early Years Educators support children's development, well-being and learning through play in a safe, caring and challenging environment. All children are given every opportunity to achieve their potential.

Legal Framework

At Bedford Nursery Schools Federation we recognise our Public Sector Equality duties under the Equality Act 2010 to eliminate discrimination, harassment and victimisation; advance equality of opportunity and foster good relations in relation to:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

People identified in these groups are considered to have a protected characteristic.

Equality Objectives (These will be reviewed every 2 years- next review date is March 25)

1) Ensure that our school community are aware of our commitment to Equality

At Bedford Nursery Schools Federation we strive to create a prejudice-free environment where all individuals feel confident and at ease.

Our commitment is reflected through our mission statement and curriculum statement.

MISSION STATEMENT:

“At Bedford Nursery Schools Federation all children and families are valued as individuals. Teachers and Early Years Educators support children's well being, development and learning through play in a safe, caring and challenging environment”

“Celebrating and Strengthening our Communities Together”

CURRICULUM STATEMENT:

“We provide a seasonal and cultural experience that involves looking within the child and outside the window and beyond, to enable all children to be resilient and intrinsically motivated to independently satisfy their curiosity everyday”.

We will achieve this by:

- Ensuring that the mission statement and curriculum statement are accessible on our website and these are shared at our new parents meetings.

- Being respectful and always treating all members of the school community fairly, encouraging compassion and open-mindedness.
- Developing an understanding of diversity and the benefits it brings to our school community is reflected throughout our curriculum. We celebrate all faiths through the seasonal and cultural calendar and invite our families to these celebrations. We respect all religions and invite leaders of faith in and/or visit places of worship when possible. We use ECERS to monitor and promote the acceptance of diversity through our provision, resources and practice.
- Committing to an inclusive, balanced and fair curriculum that all children can access. We believe that children should be exposed to ideas and concepts that may challenge their understanding and that of their families, and that with support all children and families can learn to be inclusive and respectful of the whole school community.
- Analysing termly data of children's progress by groups and adapting practice if required.

Key indicators of success:

- Staff, families and Governors say that they feel welcome and safe within an inclusive learning environment.
- Strategies are implemented to support specific groups if they are not making as good progress as expected
- ECERS indicators are at least 'good'

2) To ensure that staff recruitment promotes equality in our workforce

At Bedford Nursery Schools Federation we promote fair recruitment for all staff. No person will be discriminated against on the grounds of age, disability, ethnicity, pregnancy or maternity, gender, gender reassignment, religion and belief and sexual identity.

We will achieve this by:

- All job descriptions include a commitment to equality and diversity.
- All staff have access to professional development through local and national providers.
- Actively seek ways to counter the learning of negative attitudes and behaviour towards differences. All staff are aware of the need to provide an inclusive, welcoming and 'open door' environment where all parental concerns are dealt with in a respectful manner.
- Train in all staff and governors involved in recruitment, on equal opportunities and non-discrimination and have an understanding and knowledge of protected characteristics.

Key indicators of success:

- The workforce is diverse.
- More staff from under-represented groups gain valuable qualifications.
- Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.