



### Equality Objectives 2021 – 2025

Stockingford Maintained Nursery School is committed to ensuring equality of opportunity throughout the school community. To achieve this, our Equality Objectives for the next four years are as follows:

Equality Objective	Rationale – Why we have chosen this objective	To achieve this objective, we plan to	Progress we are making towards this objective	Aims of the Equality Duty – links to which aim
<p>Objective: To ensure that all children (especially those with protected characteristics) demonstrate progress at the end of their time in Nursery School, regardless of their starting points.</p>				
<p><b><i>How we are working towards meeting this objective</i></b></p> <ul style="list-style-type: none"> <li>• The nursery team reflect on their inclusive practice to remove barriers to participation and learning for all individual pupils. They think about the learning needs of each unique child and identify how they can help them to make progress with their learning.</li> <li>• Assessment helps to track pupil’s progress and attainment levels on their journey from their baseline on entry to their end points as they leave our nursery school. This includes statutory 2-year checks.</li> <li>• More detailed data is produced for SEND pupils. Wellcomm screening is used as a tool to assess children’s communication and language skills.</li> <li>• Teaching staff and the SENDCO can identify children who are not making expected progress and can identify their next steps or additional support that may need to be put in place.</li> <li>• The SENDCO works together with staff, parents and professionals to ensure that all pupils are given opportunities to reach their full potential. Some pupils with SEND may need adjustments to their curriculum or learning environment, so that they are able to fully access what is on offer.</li> <li>• Data analysis provides information about groups of learners and evidence of pupil progress is recorded and displayed in the nursery classroom on working walls and in learning books.</li> </ul>				

- We have an Equality Governor who monitors Equality processes and procedures within the nursery school, she holds the nursery team to account and can provide next steps to be addressed.
- High aspirations from the whole staff team have ensured that all pupils have been supported to make as much progress as possible. Our June 2022 OFSTED inspection states: ***‘Teaching helps every child achieve the best they can in their learning and in their personal and social skills. This includes children with special educational needs and/or disabilities. Staff make daily checks on what children have learned and make necessary adjustments to their teaching. Children achieve extremely well.’***

Objective: To ensure that children from minority ethnic groups, and those with English as an additional language, feel represented through a rich range of curriculum resources and experiences.

***How we are working towards meeting this objective***

***Evaluation and Date:***

- Key person relationships with families helps us work together to support each child. We create a respectful ethos where everybody is welcomed and accepted for who they are and this underpins our positive partnerships.
- Good communication with parents helps us to find out about diversity and enables them to express their hopes, worries and aspirations for their children.
- The curriculum educates children about inclusion and helps them to learn about a sense of belonging where all pupils are valued. Core books are used for curriculum teaching to reflect children from a range of ethnic groups and to develop an increased awareness of their culture and festivals.
- Staff support pupils to eliminate discrimination and promote equality at developmentally appropriate levels for their age and level of understanding. Any discrimination or stereotypes towards others are challenged and information is reviewed to try and reduce further incidents in the future.
- We use a wide range of resources to provide images and artefacts from a diverse range of cultures. We are continually reflecting on our learning environment to ensure that curriculum resources and experiences fully reflect diversity.

- English as additional language pupils are supported with their communication through Makaton, Communication in Print and through key words spoken in their home language.
- The leaders reflect on our everyday practice and policies to ensure that all children and families can participate fully and there is an awareness of the needs of children from minority ethnic groups.
- We are keen to further develop communication with our families of EAL children and have recently introduced 'My School App' that is set up for key messages from parents to be translated into their home language.
- Staff access training on Communication and Language so that they can support children. Time to Talk Champions have previously accessed bilingual training and regularly attend cluster meetings and Time to Talk conferences and will share key messages with the staff team

Equality Objective	Rationale – Why we have chosen this objective	To achieve this objective, we plan to	Progress we are making towards this objective	Aims of the Equality Duty – links to which aim
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Objective: Train members of staff and Governors involved in recruitment and selection on equal opportunities and non-discrimination

***How we are working towards meeting this objective***

***Evaluation and Date:***

04.10.22

- All staff receive equality and diversity training annually
- Governors have specific training via Governor Hub
- All staff training is recorded.
- We have a designated equality governor on our board of governors who works with the Lead Teacher and School Business Manager (SBM)
- The Senior Leadership Team have all completed Safer Recruitment Training through WCC in the last 12 months which ensures that all staff that are recruited following safer recruitment guidelines and processes.
- A robust Equality Policy in place, and we regularly review our equality objectives.
- We constantly strive to ensure we provide an inclusive environment for all staff, children, parents and visitors to our centre.
- Our policies underpin our ethos of equality which support us in identifying any conscious or unconscious bias due to protected characteristics.

Objective: Ensure we have in place a reasonable adjustment agreement for all staff with disabilities.

*How we are working towards meeting this objective*

*Evaluation and Date:*

04.10.22

- All new staff are required to complete a health questionnaire as part of the recruitment process and any concerns raised from that are then sent to our Occupational Health Team to arrange a consultation with the staff member to ensure that any additional support and reasonable adjustments can be made prior to their employment commencing.
- All staff complete an annual Data Collection sheet which highlights any medical conditions that may impact them within the workplace. The staff members are then asked to complete a Health Care Plan which can be used in the event of a First Aid emergency, and if necessary, a risk assessment is written to ensure that both the staff member and those around them are safe and to mitigate any risk.
- Staff can ask for a referral to occupational health at any time if they feel they may need additional support by speaking to a member of SLT who will then begin this process.
- The SLT hold regular meetings with staff to support them with any difficulties they may be experiencing, and we also have 3 staff who are trained in Mental Health First Aid.
- As a Nursery, we have a strong focus on staff well-being, both physical and mental, and have lots of support available to staff to support them on both a personal and professional front through our Employee Assistance Programme (EAP) which offers support through things such as counselling, financial advice etc.