



**Equality Objectives 2021 – 2025 (Review Annually)**

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
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.	Analysis of pupil information has shown that some children (including some of those with protected characteristics) may benefit from greater depth of challenge.	Continue to embed our ethos of supporting every child from their starting point to ensure children’s next steps are met. Through professional dialogue and data analysis, the monitoring of progress and attainment, will determine efficiency and impact.	Analysis of pupil information for the academic years 2021-25 provides evidence of rates of progress which is regardless of their starting points and is consistent for groups of pupils	To advance equality of opportunity
<i>Evaluation and Date:</i>	<i>Evaluation and Date:</i>	<i>Evaluation and Date:</i>	<i>Evaluation and Date:</i>	
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.	The demographic of the school locality is not representative of national demographics regarding ethnicity, or language diversity.	Audit current curricular provision. Identify opportunities within the current curriculum for representation of all, including people with protected characteristics.	A repeated audit of curricular provision in Summer 2023 will evidence representation of people from minority ethnic groups, and with EAL.	To eliminate unlawful discrimination.  To advance equality of opportunity.
<i>Evaluation and Date:</i>	<i>Evaluation and Date:</i>	<i>Evaluation and Date:</i>	<i>Evaluation and Date:</i>	

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Train members of staff and Governors involved in recruitment and selection on equal opportunities and non-discrimination	To ensure that recruiters are knowledgeable and systems and processes within the school are fully compliant with the Equality Act 2010	Source relevant training for staff and governors. Add this information to the interview pro-forma's Training to be recorded on SIMS.	Recruiting staff and Governors will be trained by September 2022. The training process is mindful of staff/Governors leaving and new staff/Governors therefore needing to undertake the training.	To eliminate unlawful discrimination.
<b><i>Evaluation and Date:</i></b>	<b><i>Evaluation and Date:</i></b>	<b><i>Evaluation and Date:</i></b>	<b><i>Evaluation and Date:</i></b>	
Ensure we have in place a reasonable adjustment agreement for all staff with disabilities..	To meet staff needs better and ensure that any disadvantages they experience are addressed.	Identify any members of staff who require reasonable adjustments because of disability, refer to occupational health and liaise with HR	A review of staff need in September 2023 identifies that where required, reasonable adjustments are in place or are being sought in partnership with other agencies.	To eliminate unlawful discrimination.  To advance equality of opportunity
<b><i>Evaluation and Date:</i></b>	<b><i>Evaluation and Date:</i></b>	<b><i>Evaluation and Date:</i></b>	<b><i>Evaluation and Date:</i></b>	