



Rosemary Nursery & Children's Centre Equalities Statement & Targets including the Public Sector Equality Duty

Rationale

Rosemary Nursery School & Children's Centre is committed to ensuring equality of opportunity for children, staff, parents, carers and all those participating in the services offered by Rosemary.

The Public Sector Equality Duty requires schools to publish information about Equalities.

Protected Characteristics

The Equality Act 2010 identifies the following 'protected characteristics' which must be considered:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and maternity
- Religion and belief
- Sexual orientation
- Gender reassignment

General Duties

The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The information we publish must be clearly linked to the three aims of the Public Sector Equality Duty. These are known as the General Duties which schools must aim to achieve.

Information used will be from School data.

Eliminate unlawful discrimination

Here is our Equalities statement which was agreed by staff and governors:

Equalities Statement

At Rosemary Nursery School, staff and governors are opposed to all forms of discrimination, with particular regard to learning differences and disabilities, gender, age, race and ethnicity, sexual orientation, maternity and people who are transgender.

We are, each of us, unique. We respect each child and family's individual circumstances and background, including their race, faith, language and culture as well as their family make-up.

We will ensure fair and equal access to our services for all our children and families.

This is communicated to all parents and carers during their induction and they are asked to agree to it. Parents and carers are asked to review our home/school contract annually to ensure a shared understanding of what respecting each other means. We know that respect can mean different things to different people. To us it means:

- If we respect people, we will listen to them.
- If we respect the knowledge and culture of others, we will learn from them.
- If children are treated with respect, they will learn to treat others with respect.

Equalities Targets 2020-21

The school year 2020-21 has been profoundly affected by the Covid 19 pandemic.

Many children have missed several months of live nursery sessions and missed out on opportunities for physical and social play.

Many families have lost friends and loved ones, jobs and income.

For these reasons, our focus this year is on emotional well-being for all.

Targets:

1) Achievement of children with SEND

Children with SEND will achieve at least 75% of IEP targets.

(NB Children with SEND have been prioritised for places throughout the pandemic.)

2) Attendance of children affected by MHD

Children whose families face mental health difficulties will receive first day call back when they do not attend. Appropriate personalised support, such as staff pick-ups drop-offs or daily phone calls / text messages, will be used to maximise attendance.

3) No family to go hungry

Regular supportive monitoring of families' changing circumstances and well-being will ensure that no family goes hungry. Food bank and food club referrals will be made where appropriate and all efforts will be made to ensure families who need help receive food vouchers, whether or not they are eligible for EYPP.