



The Wharf Nursery School is fully committed to **equality, diversity, and inclusion**. We actively promote and support practices that ensure **genuine equality of opportunity** for all staff, children, and families.

The term “**parent**” is inclusive of **parents and carers**.

1. Introduction

At The Wharf Nursery School, we aim to foster a **positive, inclusive culture** where everyone—children, families, staff, and visitors—is valued and supported to reach their full potential, regardless of:

- Age
- Disability
- Race or ethnicity
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity

We uphold our responsibilities under the **Equality Act 2010**, and are committed to eliminating discrimination, harassment, and victimisation in all forms.

We are especially mindful of children and families in vulnerable circumstances, including those who:

- Are looked after or at risk of care
- Have special educational needs or disabilities (SEND)
- Are excluded or at risk of exclusion

- Are homeless or at risk of homelessness
 - Have experienced domestic abuse or lived in refuges
 - Belong to ethnic minority groups (including Gypsy, Roma, Traveller communities)
 - Have English as an additional language (EAL)
 - Are missing from education
 - Experience ill health (including mental health), or have family members who do
 - Are NEET (Not in Education, Employment, or Training)
 - Are affected by substance misuse
 - Are young parents or carers
 - Are affected by the criminal justice system
 - Are in receipt of free school meals or living in areas of deprivation
 - Are exploring or transitioning gender identity
 - Identify as lesbian, gay or bisexual
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2. Scope of the Policy

This policy applies to:

- All staff (including volunteers, trainees and students on placement)
- Children and families
- Visitors

It should be read alongside the following School policies:

- Anti-bullying and harassment
- Complaints
- Educational Visits
- Health, Safety and Welfare
- IT and Data Protection
- Privacy
- Positive Behaviour
- Recruitment and Selection

- Safeguarding and Child Protection
- Whistleblowing

Non-compliance with this policy may lead to **disciplinary action**. Discrimination, bullying, or harassment by or toward any member of our community will not be tolerated.

3. Legal Compliance

All staff are responsible for ensuring compliance with the **Equality Act 2010**. The Wharf Nursery School does not tolerate:

- Direct or indirect discrimination
- Harassment or victimisation
- Any form of unfair treatment

Any breaches of this policy may result in disciplinary procedures.

4. Protected Characteristics

The Equality Act protects individuals from discrimination based on the following **nine characteristics**:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

See **Appendix 1** for full definitions.

5. Roles and Responsibilities

Headteacher – Zoe Bray (Designated Equality Lead)

The Headteacher is responsible for:

- Ensuring legal compliance
- Promoting an inclusive school culture
- Implementing and monitoring all relevant policies
- Overseeing staff training
- Addressing and recording incidents of discrimination or harassment

All Staff

All staff are expected to:

- Treat everyone with respect and dignity
- Uphold inclusive and equitable practices
- Challenge discrimination and disadvantage
- Report concerns in line with school procedures

Employees are personally responsible for their conduct. Encouraging or facilitating discrimination will result in disciplinary action.

See **Appendix 2** for further detail.

6. Reasonable Adjustments

The Wharf Nursery School is committed to making **reasonable adjustments** to remove or reduce barriers for disabled individuals. This includes adapting policies, environments or practices to ensure equal access where reasonably possible.

For guidance, visit:

www.equalityhumanrights.com

7. Admissions

Admissions procedures are outlined in our Admissions Policy and applied **fairly and consistently**, irrespective of protected characteristics.

8. Curriculum and Learning

Our curriculum is designed to:

- Promote equality and respect
- Challenge stereotypes
- Prevent bullying
- Support all learners, including those from underrepresented groups

We take proactive steps to ensure **equal access** to education and enrichment activities for all children.

9. Recruitment and Employment

The Wharf Nursery School is committed to **fair and equitable employment practices**. Recruitment, pay, promotion, training and other employment decisions are based on **skills, experience and merit**, and not on personal characteristics.

We make reasonable adjustments during the recruitment process and require external recruitment agencies to follow the principles of this policy.

10. Reporting Incidents

All incidents of discrimination, bullying or harassment must be reported to senior staff and logged **within 24 hours**. These will be investigated in line with relevant policies (e.g., anti-bullying or safeguarding).

11. Complaints and Concerns

Anyone who feels they have been discriminated against, harassed or victimised should follow our **complaints** or **grievance** procedure. Support will be offered where appropriate.

12. Monitoring and Review

The Headteacher is responsible for:

- Implementing and monitoring this policy
- Reviewing it **at least annually**
- Updating it in response to changes in legislation or practice

The policy will be accessible via the school website and in the school office.

Appendix 1 – Types of Discrimination

- **Direct discrimination:** Less favourable treatment due to a protected characteristic
- **Discrimination by association:** Discrimination based on association with someone who has a protected characteristic
- **Perceived discrimination:** Discrimination based on assumptions, regardless of actual identity
- **Indirect discrimination:** Policies or practices that disadvantage certain groups
- **Discrimination arising from disability:** Unfavourable treatment linked to disability, not justified by necessity
- **Harassment:** Unwanted behaviour related to a protected characteristic that causes distress
- **Third-party harassment:** Harassment by individuals not employed by the school
- **Victimisation:** Retaliation for raising concerns or complaints about discrimination

False or malicious complaints may lead to disciplinary action.

Appendix 2 – Roles and Responsibilities

The Headteacher will:

- Promote a respectful, inclusive culture
- Ensure all policies reflect equality principles
- Provide training and resources
- Take appropriate steps to prevent and respond to discrimination
- Record and monitor incidents

All staff must:

- Act with respect and integrity
- Model inclusive behaviour
- Report concerns promptly

- Engage with training and initiatives
 - Challenge inequality where observed
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