



Equality Objective Policy

Valid from: September 2025

Review date: September 2029

Policy Statement

This Maintained Nursery School is committed to promoting equality, eliminating discrimination, and fostering an inclusive environment where every child, parent, staff member, and visitor is valued and respected. We recognise our duties under the Equality Act 2010, including the Public Sector Equality Duty, and we actively work to advance equality of opportunity and foster good relations across all members of the school community.

Our Equality Objectives help us to focus on key priorities and measure the impact of our actions.

Legal Framework

This policy is underpinned by the following legislation:

- The Equality Act 2010
- The Public Sector Equality Duty (PSED)
- The Special Educational Needs and Disability (SEND) Code of Practice 2015
- The Human Rights Act 1998

The protected characteristics under the Equality Act include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

School Context

As a Maintained Nursery School, we recognise our unique role in:

- Supporting early identity formation
- Ensuring equitable access to early education
- Challenging stereotypes from the earliest age
- Working closely with families to promote inclusive practice

4. Our Equality Principles

We strive to ensure that:

- All children have equal access to high-quality early education and care.
- Differences are valued, celebrated, and used to support learning.
- Barriers to learning, participation, or well-being are identified and removed.
- Staff model inclusive behaviours and language at all times.
- The curriculum reflects and respects the diversity of our children and community.

5. Equality Objectives (2024–2028)

Objective 1: Narrow Gaps in Early Achievement

To reduce inequalities in developmental outcomes, particularly for children with SEND, children from disadvantaged backgrounds, and children with EAL (English as an Additional Language).

We will:

- Track children's progress to identify gaps early.
- Implement targeted interventions such as speech and language support, early communication groups, and motor development programmes.
- Work closely with parents to strengthen learning at home.

Success Measures:

- Demonstrable narrowing of gaps in communication, language, social development, and early literacy/maths outcomes.

Objective 2: Strengthen Inclusive Practice Across the Curriculum

To ensure that our curriculum reflects the diversity of our children and community, helping all children see themselves represented and valued.

We will:

- Audit resources to ensure diverse, non-stereotyped representation.
- Include cultural celebrations, languages, and family experiences in curriculum planning.
- Train staff to embed inclusive language and practice in daily interactions.

Success Measures:

- Positive feedback from families.
- Children demonstrate awareness, respect, and curiosity about similarities and differences.

Objective 3: Improve Accessibility for Children and Families with Disabilities

To enhance physical, sensory, and communication accessibility across the nursery, ensuring the environment meets a wide range of needs.

We will:

- Review our accessibility plan annually.
- Implement reasonable adjustments promptly.
- Provide staff training on supporting children with speech and language needs, ASD, mobility challenges, and sensory processing needs.

Success Measures:

- Families report improved access.
- Children with disabilities show strong engagement and participation in daily routines.

Objective 4: Advance Equality Through Staff Development

To ensure staff have the knowledge and skills to promote equality effectively and challenge bias or discrimination.

We will:

- Provide annual training on equality, anti-racism, SEND, inclusive curriculum design, and unconscious bias.
- Build inclusive practice into staff induction.
- Monitor staff confidence and practice through supervision and learning walks.

Success Measures:

- Staff demonstrate confidence in recognising and challenging discriminatory behaviours or assumptions.
- Improvements noted in classroom observations.

Objective 5: Strengthen Engagement with Families to Promote Equality

To ensure all families feel welcomed, represented, and able to contribute to nursery life, regardless of background, language, or circumstance.

We will:

- Improve communication through translation tools, visual communication, and accessible formats.
- Offer inclusive events that celebrate community diversity.
- Create opportunities for families to share their cultures, languages, and experiences.

Success Measures:

- Increased parental attendance/engagement at nursery events.
- Families report feeling included and respected.

6. Monitoring and Review

These objectives will be reviewed annually by the Headteacher and Governing Body.

Progress will be published on the school's website as required by the Equality Act 2010.

The policy and objectives will be formally updated every four years.

7. Roles and Responsibilities

- Governing Body: Ensures compliance with equality duties and monitors progress.
- Headteacher: Leads equality planning and ensures implementation.
- All Staff: Promote equality through everyday practice and uphold this policy.
- Parents/Carers: Support inclusive behaviours and work collaboratively with the school.