



The Grove Nursery School Equality Statement

The **Public Sector Equality Duty** requires our School to publish information about Equalities.

The **Equality Act 2010** clearly states that the following areas must be taken into account.

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender reassignment

People identified in these groups are considered to have a protected characteristic.

General Duties

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

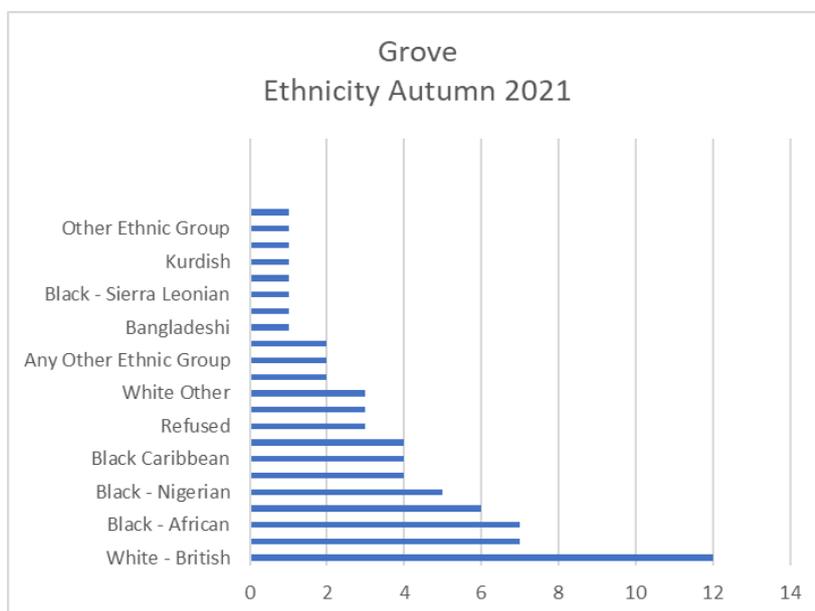
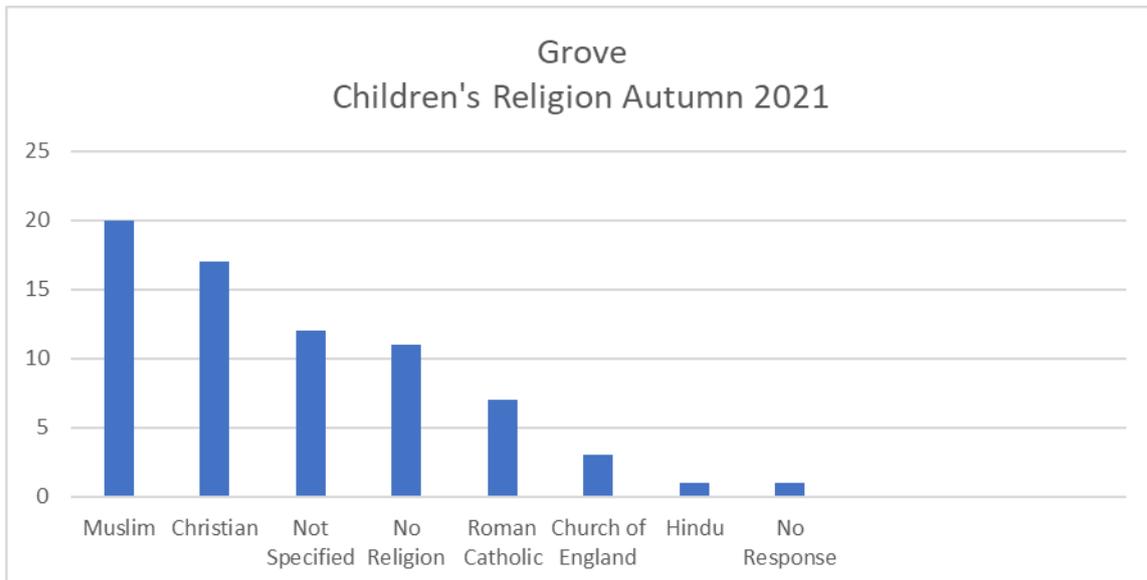
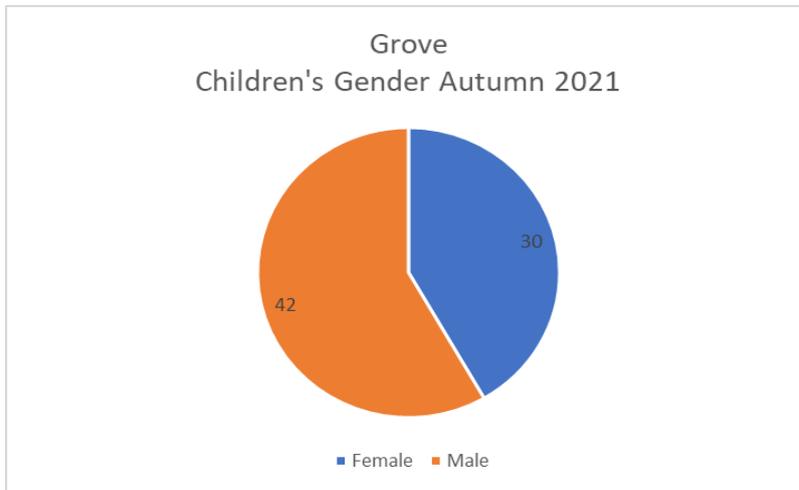
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those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

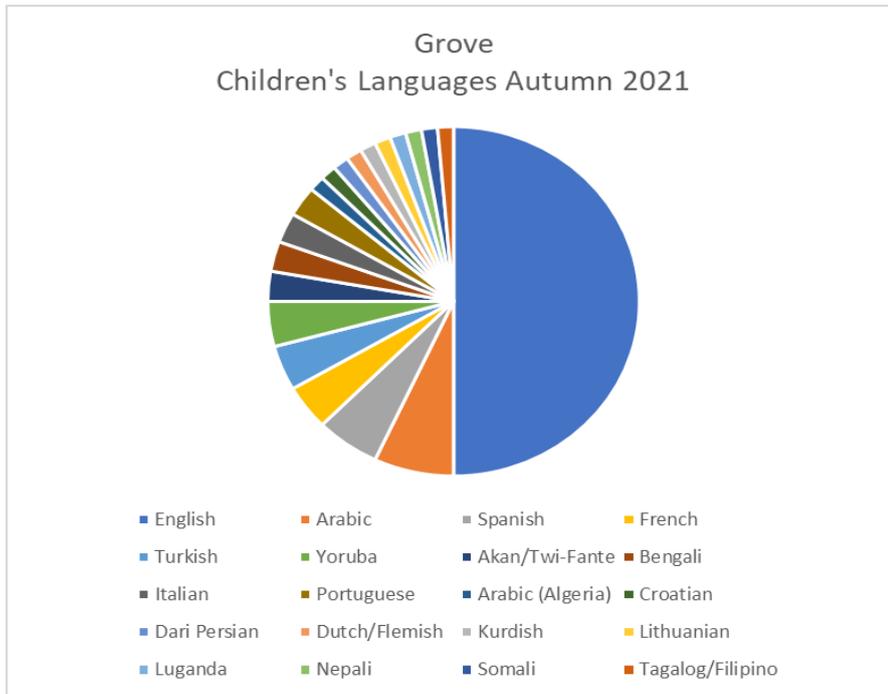
The information we publish and analyse must be clearly linked to the three aims of the Public Sector Equality Duty. These are known as the General Duties, which are the things that schools aim to achieve.

Equalities Information and Analysis

Who Comes to Our Nursery School?

These are the groups of people we need to plan services for. As a Nursery School and Children’s Centre our main function is to provide good access to educational opportunities and to help and support our children enabling them to develop in all areas of the Early Years Foundation Stage.





Our Community

The Grove Nursery has a wide-ranging community. Our largest group is White British 16%, Any Other Mixed Background and Black African 9%, White and Black Caribbean 8%, Black Nigerian 7%, Any other Asian background, Black Caribbean and White and Black African 5%, Refused, Turkish and White Other 4%, Any Other Black Background, Any Other Ethnic Group and Latin, South, Central American 2%. Our smallest groups are, Bangladeshi, Black Ghanaian, Black Sierra Leonian, Black Somali, Kurdish, other Black African, Other Ethnic Groups and White Western European are 1%.

Religion

The majority of our families are Muslim. This is followed by Christian, not specified, no religion, then Roman Catholic, Church of England, Hindu and then no response.

September cohort 2021-22

32% of children have Special Educational Needs/Disabilities

57% of those need SEN support

43% have an education, health and care plan

0% have a statement of educational needs as these have been replaced with the Education, Health and Care plan (EHC)

40% of our children are EAL

36% are eligible for pupil premium.

SECTION 2

Advance Equality of Opportunity between those who share a protected characteristic and those who do not.

Personal Development and Wellbeing

All staff work together to guarantee the inclusion of all pupils and ensure all children including those with SEN have their needs identified in order to support academic progression and continued good physical and mental health and wellbeing.

We ensure that the school's procedures for managing behaviour are fair and equitable to pupils from all groups. The positive behaviour management policy outlines how behaviour is managed and how challenging behaviour is logged. Behavioural records are monitored by the lead person for behaviour to ensure that children receive the support they need, there is no discriminatory practise and our provision and teaching is accessible for all children.

The School operates a key person system to ensure children's cultural needs are met and each child's wellbeing is supported. We recognise that all children have a right to be listened to and for their views and rights to be taken seriously. Opportunities are provided for children to engage in extended communication with adults within their small key group times and during the sessions.

Children have opportunities to be outdoors on a daily basis all year round, as this has a positive impact on children's sense of wellbeing and helps all aspects of children's development.

Provision

We want all the children at The Grove Nursery to have a strong sense of identity and to respect one another. We ensure that our resources and displays reflect the diversity of our society encouraging children to explore in a positive way the differences and diversity of people. We aim to make full use of all the resources within our local ethnic minority communities and families support us in ensuring there is print in children's home language on display around the School.

We continually reflect on the provision provided to ensure that all pupils including those with SEND are able to fully access the curriculum by providing extra support, changes to provision or additional resources where appropriate.

Careful consideration is put into the environment we create at The Grove, we are thoughtful about the use of colour within our environment and we aim to create a calm setting with cosy spaces which feels homely and welcoming and supports all children to access available resources reflecting the different communities that form our School.

Teaching and Learning

The School provides for learning and teaching styles that allow all children to achieve. All children irrespective of disability, gender, race, ethnicity, religion, belief, sexual orientation or gender reassignment, have an equal right to experience a high-quality education in which they feel valued and respected.

Our planning provides opportunities to tackle key inequalities for children including gender stereotyping, preventing bullying and raising attainment for certain groups while extending the children's knowledge and experience of other cultures, languages and celebrations.

Practitioners plan for each child's individual care and learning requirements, including the additional or different provision required to meet particular individual needs and we link experiences from home to the School.

We recognise that the attitudes of young children towards diversity are affected by the behaviour of the adults around them and by whether all children and families using the setting are valued and welcomed by school staff. At The Grove we have high expectations of practitioners to model polite, respectful and welcoming behaviour to all children, parents and each other.

Progress, Attainment and Assessment

The Grove Nursery has high expectations for its pupils. We strive to ensure children from all groups have high levels of attainment and rates of progress. We are committed to narrowing the gap in levels of attainment between different groups. Children's progress is tracked through the cycle of observation and assessment, teaching and learning and planning and resourcing. We recognise that the child's parents are their first and most enduring educators and we are committed to creating good home/school links through admission interviews, home visits, the learning journey books and records and the key person approach. The key person ensures there is individual planning for each child, undertaken in partnership with each parent/carer which aims to promote inclusion for every child.

Assessment data is analysed to identify any groups at risk of not meeting their age-related expectations and teaching and learning adjusted accordingly to ensure progress is made.

Annual equality objectives are published in our School Improvement Plan.

Staff Recruitment and Professional Development

The Grove Nursery will appoint the best applicant for each job regardless of their disability, gender, race, ethnicity, pregnancy and maternity, religion, beliefs, sexual orientation or gender reassignment providing they have the legal right to work in this country.

We will encourage applications from all sections of the community and in particular those who are currently under-represented in childcare and early education. All staff have equal opportunities in areas such as training and career development. The governing body recruits from a wide range of ethnic groups.

Reporting and Recording Discriminatory Behaviour Including Racist Incidents

Any incident which is perceived to be racist or discriminatory by the victim or any other person will be investigated as a potentially discriminatory incident.

A racist incident can involve any of the following;

- Verbal abuse and threats – name calling is the most common expression of racism or discrimination
- Racist graffiti
- Provocative behaviour, racist badges, bullying through mobile phones
- Racist comments through the course of discussions in the School
- Ridicule of cultural or religious differences: food, dress, language etc.
- Racist jokes, insults or comments
- Physical assaults against a person or group because of disability, gender, race, ethnicity, pregnancy and maternity, religion and belief, sexual orientation or gender reassignment
- Incitement of others to behave in a racist or discriminatory way
- Refusal to co-operate/work with other pupils/ adults because of their disability, gender, race, ethnicity, pregnancy and maternity, religion and belief, sexual orientation or gender reassignment
- Bringing racist or discriminatory material into the School

This is not an exhaustive list and new types of incidents regularly emerge.

Appropriate action will be taken in response to any racist incidents, as it will be in response to any other form of discrimination. All allegations of racial harassment must be taken seriously and dealt with within a reasonable timescale (No more than 10 working days). All incidents, however minor they are considered to be, are recorded on an incident form. Incidents are reported to the Governing

Body. Action needs to be positive but sensitive and where the incident happens with children in the school, staff need to communicate to parents/carers and provide support for the child.

Admissions and Attendance

All families are equally welcomed and parents from particular communities must not be deterred from applying for places. The School applies an admissions policy which has been agreed by Southwark Local Authority and Governors. We do not prioritise admission by time spent on the waiting list as this would be disadvantageous to families who may have moved frequently between temporary housing, the travelling community and disadvantage asylum seeking families.

Attendance is monitored by the Executive Headteacher and Assistant Headteacher and patterns of poor attendance are targeted with positive action.

Partnerships

We aim to make all families and users welcome and encourage them to have genuine involvement in the life of the school. The School contributes to the life of the community and works with it to enrich the lives of the children. We regularly evaluate the community that our School caters for to ensure that workshops and external training meet the needs of our families. We also signpost families to appropriate services available in the local community.

Special Events

As a Nursery School, we recognise the uniqueness of our children and families and are committed to personalised learning to ensure all individual needs are met. We are proud of the diversity of our community and take every opportunity to celebrate this and recognise how much we can all learn from each other.

The Nursery School celebrate a range of festivals and cultural celebrations including; Nigerian Independence Day, Black History Month, Diwali, Christmas, Chinese New Year, Eid, St Georges Day and Easter.

During our celebrations we encourage our families to visit the classrooms and talk to the children about how they mark these important occasions as a family.

We believe it is crucial for children to have a sense of identity. Parents regularly come to read to children during group time in their home language.

Training

All our staff will receive equality training at least every 4 years to support us in our understanding of good practice in equality.

SECTION 3

2020 – 2021 Equality Objectives

- To ensure that the school is anti-racist and promotes equality, through active teaching and resourcing that reflects diversity
- To ensure resources, provision and planned activities actively challenge and address gender stereotyping
- To further enhance the social experiences of children with SEN/D by supporting all children to develop empathy, understanding and an appreciation of each other's needs through active

teaching and shared play opportunities, incorporating the soft play area and sensory room.

Responsibilities

Governing Body

The Governors will be responsible for:

- Making sure the School complies with the Equalities Act 2010
- Ensuring the Equality Statement is implemented
- Ensuring the Equality objectives are met.

Executive Headteacher

The Executive Headteacher is responsible for:

- Making sure the equality statement is readily available and that the Governors, staff, pupils and their parents and partners know about it
- Ensuring the equality statement is followed
- Ensuring the Equality objectives are met
- Producing regular information for staff and Governors about the statement and how it is working, and providing training for them on the policy if it is necessary
- Making sure all the staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination.

All School staff will:

- Be responsible for ensuring that incidents of discrimination or/and harassment are speedily recorded and reported
- Understand what constitutes discrimination or/and harassment and why reporting is important
- Show no tolerance of discrimination or harassment, even casual racist undercurrents should not go unchallenged
- Keep up to date with the law on discrimination and take up training and learning opportunities
- Ensure all children's, parent's and users names are pronounced and spelt correctly.

Monitoring

The Senior Leadership Team will monitor:

- Pupil progress and assessments for different groups of children
- Teaching and learning, to ensure it meets the needs of different groups of children
- The involvement of parents and pupils in different activities
- Parental involvement on their child's learning and development including attendance at meetings and appointments
- The ethnicity of staff in post, by grade, applications for employment, training and promotion.

Breaches of the Policy

If there is a breach of this policy, the Senior Leadership Team will take action through the School's disciplinary procedure, a copy of which is kept in the human resources folder in Reception.

Links to Other Policies and Documents

School Improvement Plan

SEND Policy

Learning and Teaching Policy

Safeguarding and Child Protection Policy