

Current Policy Date: December 2025

Review: Annually

Date of Next Review: December 2026



Equalities Statement

1: Our Legal Duty

As a Nursery School we acknowledge our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age (for employees not for service provision)
- Disability
- Ethnicity
- Gender
- Gender reassignment (for employees)
- Maternity and pregnancy (for employees)
- Religion and belief
- Sexual identity (for employees)
- Marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

1. Publish equality information – to demonstrate compliance with the general duty across its functions. No information will be published which could specifically identify any individual child or adult.
2. Prepare and publish equality objectives.

To do this we may collect data related to the protected characteristics above, provided that we are satisfied that collecting this data does not contravene the law while noting that demanding certain information about protected characteristics can contravene the law. More details are provided in our published Privacy Notices for parents/carers and for the Workforce. Where such data is collected we will analyse this data to determine our focus for our equality objectives. The data, if available, will be assessed across our core provision as a Nursery School. This may include the following functions:

- Admissions.
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure the requirements of the Equality Act are applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also acknowledge our duty under the Education and Inspections Act 2006 to promote community cohesion.

2: Core Statements

In fulfilling our legal obligations we will be guided by seven core statements:

- All learners are of equal value

- We recognise, welcome and respect diversity
- We foster positive attitudes and relationships, and a shared sense of belonging
- We observe good equalities practice, including staff recruitment, retention and development
- We aim to reduce and remove existing inequalities and barriers
- We consult and involve widely
- We strive to ensure that society will benefit

3: Addressing Prejudice Related Incidents

This Nursery School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our children and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them with priority and may report them to the Local Authority.

4: Responsibility

We believe that promoting Equality is the responsibility of everyone in the Nursery School community.

Nursery School & Family Hub Community	Responsibility
Governing Body	To agree and publish the Equality Statement and objectives. To deal with breaches of the requirements stated herein in conjunction with the Headteacher.
Headteacher	As above including: Promoting key messages to staff, parents / carers and children about the Equality Act and what is expected of them and can be expected from the Nursery School in carrying out its day-to-day duties. Ensuring that the whole school community receives adequate training to meet the need of meeting the requirements of the Equality Act. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. To deal with breaches of the requirements stated herein in conjunction with the Governing Body.
Staff	Ensure that you are aware of and carry out your professional responsibilities under the Equality Act.
Parents / Carers and community members	To act within the law of the land.
Children	No specific duties arising from the Equality Act.

We will ensure that the whole Nursery School community is aware of the Equality & Diversity Statement and our published equality information and objectives by informing parents/carers that they are published on our website.

5: Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Body.

6: Equality Objectives

Objective	Why we have chosen this objective	To achieve this objective, we plan to	Progress we are making towards this objective
1. Ensure continuity for children in receipt of EYPP.	There are now more families than ever entitled to EYPP for their child. Previous systems, such as providing extra	Employ an extra adult out of ratio for each cohort to focus specifically on ensuring children with EYPP reach ARE by the time	Extra member of staff already in place in Chestnut group. Extra member of staff due to start in Willow

	nursery sessions, are no longer a possibility.	they leave for primary school.	Group by Christmas 2025.
2. Continue to develop assessment and tracking systems for children with SEND.	Continued commitment to ensure all pupils, in particular the most disadvantaged pupils and those with SEND, make good progress from their relative starting points.	Use the SEND assessment guidance from the DfE and introduce the toolkits developed by Dingley's Promise.	
3. Reduce the echo/loudness within the main nursery rooms.	Reduce the echo to make the learning environment more suitable for those with sensory processing difficulties and aversion to loud noise.	Install sound absorption sound clouds.	Currently going through WBC SPAR process.
4. Continue to develop small garden/sensory room provision.	Children with additional needs will have a space where they can regulate and participate in individual or group tasks when unable to join in with the class group due to dysregulation or sensory challenges.	Improve sensory rooms and ensure they are being used appropriately.	
5. Install a languages wall to welcome and celebrate the many different languages spoken at VPNS.	Cultural diversity of the nursery school will be reflected and celebrated.	Install a language wall at the front entrance of the nursery school.	Complete
6. Analyse attendance data and work with parents to build good habits.	Although attendance is not compulsory at nursery school, we want to work with families to identify barriers in attendance and work with them to build good habits ready for primary school.	Identify barriers and work with specific families as appropriate. General information provided to all parents about the importance of good attendance.	

7: Monitor and review

Annually, we will review our objectives.