



Equality and Diversity Policy

Document Review:	HT/HR Manager
Responsibility for Policy:	FGB
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For the purpose of this policy Guildford Nursery School and Family Centre will be referred to as GNSFC.

1. Aims

GNSFC aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout GNSFC, including to staff, children and parents, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head teacher.
- Report back to the full governing body regarding any issues.

The Head teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and children.
- Monitor success in achieving the objectives and report back to governors.

All GNSFC staff are expected to have regard to this document.

4. Eliminating discrimination

GNSFC is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff and governors receive refresher reminders once a year.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, GNSFC aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a protected characteristic (e.g. children with disabilities, or learning needs).
- Taking steps to meet the particular needs of people who have a protected characteristic (e.g. disabled people).
- Encouraging people who have a protected characteristic to participate fully in any activities (e.g. encouraging all children to be involved in the full range of opportunities).

In fulfilling this aspect of the duty, GNSFC will:

- Analyse available data to determine strengths and areas for improvement, implement actions in response and publish this information to governors.
- Make evidence available identifying improvements for specific groups.
- Publish further data about any issues associated with protected characteristics, identifying any issues which could affect our own children.

6. Fostering good relations

GNSFC aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. For example, as part of teaching and learning in Literacy, children will be introduced to literature from a range of cultures.
- Working with our local community. This includes organising trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of children within GNSFC. For example, working with children and parents to promote knowledge and understanding of different cultures.
- We have developed links with people and groups who have specialist knowledge about protected characteristics, which helps inform and develop our approach.

7. Equality considerations in decision-making

GNSFC ensures it has due regard to equality considerations whenever significant decisions are made.

GNSFC always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, GNSFC considers whether the event:

- Cuts across any religious holidays.
- Is accessible to children with disabilities.
- Has equivalent facilities for boys and girls.

8. Monitoring arrangements

The Senior Leadership Team (SLT) will update the equality information we publish, described in sections 4-7 above, at least every year and will provide regular training for governors and staff.

This document will be approved by the Children and Learning committee of the governing body.

9. Links with other policies

This document links to the following policies:

- Accessibility plan
- Promoting positive behaviour policy and guidance
- SEND policy