

Birchfield Nursery School

Equality, Inclusion and Valuing Diversity Policy.

We will ensure that our school is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability.

Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families.

This statement brings together a suite of policies that are regularly reviewed by staff and governors at Birchfield Nursery School

- Accessibility Plan
- Disability Discrimination Policy
- Equal opportunities Policy
- Inclusion Policy
- Race Equality Policy

The legal framework for this is the Equalities Act 2010 which supersedes three existing duties and nine legal frameworks.

This now includes 9 protected characteristics

- Race
- Disability
- Gender
- Age
- Gender reassignment
- Pregnancy or maternity
- Religion or belief
- Sexual orientation
- Marriage and civil partnership

We recognise as a public body we have due regard to the need to

- **Eliminate** unlawful discrimination, harassment and victimisation and any other conduct prohibited by the equality act
- **Advance** equality of opportunity between persons who share a relevant protected characteristic and those who don't
- **Foster** good relations between persons who share a relevant protected characteristic and those who don't

We aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued
- include and value the contribution of all families to our understanding of equality and diversity
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- make inclusion a thread that runs through all of the activities of the school
- promote community cohesion by creating an inclusive welcoming atmosphere that values everyone's participation and contribution and challenges prejudice and injustice.
- to install children with a long lasting respect for human rights, freedoms, cultures and creative expression.

Some examples of activities

- range of play resources to promote equality
- Gardening club
- Coffee mornings/afternoons
- Chinese New Year celebrations
- Visits from teachers from Delhi, India
- Welcoming words, counting, basic vocabulary from other languages
- Crafts and arts celebrating other cultures, Diwali lamps
- Parents evenings
- Visits from local Police, Fire, doctors.
- Anti bullying policy
- Admissions policy
- External audit of school environment from child's perspective

Objectives

1. Annual monitoring of pupil progress by Head teacher to include analysis of certain groups, gender, race, SEN
2. To improve the range of art, artefacts and music from other cultures
3. Annual classroom observations to monitor and collect evidence of promoting the child's self image.
4. To use refurbishment and future building work to improve the physical environment for children and to promote outdoor learning opportunities for all.

Progress on these objectives will be reported to *Governors* and parents annually in a written report.