



## **Equality and Diversity Policy**

The Equality Act 2010 provides a single, consolidated source of discrimination law. As a school we recognise that we cannot unlawfully discriminate against pupils, staff or our wider community because of their sex, race, disability, religion or belief or sexual orientation. This is the school's single equality policy which includes the promotion of race, disability and gender equality.

Moorlands Nursery School is committed to promoting equal opportunities for all of our children, staff, parents and other members of our school community.

At Moorlands Nursery School we embrace the very wide variety of cultures and lifestyles that are present in our school and community. This school considers how our policies, practices and day-to-day activities impact on pupils, staff, parents and the wider community. Consideration of equality issues influence the decisions reached in how we act as employers; develop, evaluate and review policy; design, deliver and evaluate services; and how we commission and procure from others.

In line with the Equality Act 2010, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

This school recognises the protective characteristics (covered by the Equality Act 2010) and will not discriminate against a pupil or prospective pupil or any member of staff by treating them less favourably because of their:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

This school will not discriminate against, harass, or victimise a pupil or potential pupil or member of staff:

- in relation to admissions or appointments,

- in the way it provides education for pupils,
- in the way it provides pupils and staff access to any benefit, facility, or service, or
- by excluding a pupil or subjecting them or any member of staff to any other detriment.

This school will also ensure it does not discriminate by:

- Association - because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom the pupil is associated.
- Perception - because of a characteristic which someone may think a person has, even if they are mistaken.
- Direct discrimination - when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people.
- Indirect discrimination - when a “provision, criterion or practice” is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.
- Harassment - unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.
- Victimisation - when a person is treated less favourably than they otherwise would have been because of something they have done (“a protected act”).

We aim to:

- Remove or minimise any disadvantages suffered by children and adults due to their protected characteristics.
- Meet the needs of children and adults with protected characteristics.
- encourage children and adults with protected characteristics to participate in Nursery life or in other activities where their participation is low.
- Involve, where reasonably practicable, all members of the School community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures.
- Publish and share school policies to the whole School community.
- Analyse data (such as admissions and recruitment data, engagement in school and community initiatives) to monitor any potential disadvantage amongst the children or staff and to ensure processes are bias-free.
- Help to overcome any potential barriers to learning by providing for pupils’ diverse needs and learning styles including any learning or pastoral support needs and/or disabilities a pupil may have.
- Offer a broad, balanced and appropriate curriculum that provides equal opportunity for all pupils.
- Operate a clear zero tolerance policy towards abusive or discriminatory behaviour.

- Actively challenge stereotyping, bias and discrimination within all aspects of school life and literature, ensuring we learn from these experiences.
- Work in partnership with staff, families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination, recognising that inclusion cannot be realised without the involvement and commitment of all members of the school.

At Moorlands Nursery School our objectives are to

- Remove any barriers that may prevent our children from attaining and progressing at the best possible level for them;
- Ensure we are engaging equally with all of our families and that they are able to access all aspects of Nursery life e.g., workshops, parents' meetings.