



PUBLIC EQUALITY Policy

Approved by:	Full Governing Body	Date: 20th May 2025
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1. INTRODUCTION

Wentworth Nursery School and Children’s Centre is committed to being an inclusive organisation. We promote the well-being, safety and progress of every child and value the contribution of all members of our community. For the purposes of this policy, the term "school" includes both the nursery school and the children’s centre.

2. AIMS

The aims of our Public Equality Policy is to protects individuals from unfair treatment based on the following nine protected characteristics from The Equality Act 2010::

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

Wentworth Nursery School is committed to creating an environment that prevents discrimination, provides equality of access and opportunity and fosters positive attitudes and mutual respect.

3. LEGISLATION AND GUIDANCE

This policy is underpinned by the Equality Act 2010, and we recognise our duties under the Public Sector Equality Duty (PSED) to:

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

We also recognise the rights and dignity of all children and adults, consistent with the UN Convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities, and the Human Rights Act 1998.

As a maintained nursery school, we fully adhere to the latest guidance from the Department for Education and ensure our policy aligns with:

- The Early Years Foundation Stage (2021),
- The SEND Code of Practice (2015),
- The Children and Families Act (2014),
- The Inclusive Britain strategy (2022),
- Ofsted's Education Inspection Framework (EIF) (2019, updated 2022).

“Dignity is inherent and cannot be deserved or lost.”

— UNICEF UK, Child Rights Partners: Children's Rights in Practice, 2016

4. WHO IS THIS POLICY FOR?

This policy applies to all members of the Wentworth community: children, parents/carers, staff, governors, volunteers, and visitors. Everyone is expected to uphold our values of respect, dignity, inclusion, and equality.

5. KEY PRINCIPLES

Our approach to equality is based on seven principles:

1. **Equal Value:** All learners are of equal worth and should be supported in line with their individual needs.
2. **Valuing Diversity:** We recognise difference as a strength, striving to remove disadvantage and barriers to participation.
3. **Positive Relationships:** We promote inclusive, respectful relationships among staff, children, and families.
4. **Shared Belonging:** We cultivate a sense of community and belonging where everyone can thrive.
5. **Fair Treatment of Staff:** Our staffing practices reflect inclusive recruitment, development, and retention.
6. **High Expectations:** We expect every child to make progress and achieve their potential, regardless of background.
7. **Focus on Vulnerable Groups:** We take targeted steps to support children who may be most at risk of underachievement.

6. DEVELOPING AN INCLUSIVE CULTURE

Since 2016, Wentworth has developed a focused practice around identity and anti-racist education. We embed four key values:

- **Representation:** Children should see their cultures, backgrounds, and experiences reflected in our learning environment.
- **Vocabulary:** We equip children with inclusive, affirming language to talk about themselves and others.
- **Interactions:** We promote equity in all adult-child and peer interactions, actively addressing unconscious bias.
- **Fairness:** Anti-racist practice is foundational to ensuring dignity and opportunity for all.

7. IMPLEMENTATION IN PRACTICE

Reasonable Adjustments for Disability

We meet our duty to make reasonable adjustments for disabled children to ensure full access to learning and the nursery environment.

Inclusive Recruitment and Employment

All recruitment panels consider equality implications, and employment decisions are made on merit, without discrimination.

Dealing with Discrimination

Incidents of discrimination are taken seriously. They are recorded, addressed transparently, and reviewed to prevent recurrence (see Annex 1).

Inclusive Curriculum

We actively promote equality through the curriculum by embedding themes of diversity and mutual respect. Materials and resources avoid stereotypes and positively reflect protected characteristics.

8. ADVANCING EQUALITY OF OPPORTUNITY

We provide:

- **Keyworker-based support**, enabling tailored learning.
- **Targeted CPD for staff**, focusing on equity and inclusive pedagogy.
- **Rigorous assessment and planning**, including:
 - Weekly and end-of-day evaluations
 - Spotlight (Pupil Progress) meetings
 - Interventions and annual reviews
 - Collaboration with parents and external agencies

9. FOSTERING GOOD RELATIONS

We promote cohesion and understanding through:

- British Values embedded in daily practice (democracy, rule of law, individual liberty, mutual respect and tolerance),
- Inclusive cultural learning experiences,
- Regular engagement with families,
- Anti-racism and equality-themed workshops.

We also challenge and respond to prejudicial language and behaviour and proactively build children's cultural competence and empathy.

10. MONITORING AND EVALUATION

We monitor and evaluate our equality objectives and the impact of this policy through:

British Values

- Data on pupil progress and engagement
- Feedback from parents/carers, staff, and governors
- Regular policy reviews (biennially)
- Ofsted reports and external audits
- Reports on prejudice-related incidents (shared with Hackney Education)

11. EQUAL OPPORTUNITIES FOR STAFF

At Wentworth, Equal opportunities for staff means the following:

- Recruitment, training, and promotion are based on ability and merit.
- The workforce should reflect the diversity of the local community.
- All staff have access to CPD and are supported in addressing discrimination (see Grievance Procedure summary).

12. EQUAL OPPORTUNITIES FOR PARENTS/CARERS

All families are welcomed and treated with dignity.

Complaints of discrimination are addressed through our published Complaints Policy.

13. ROLES AND RESPONSIBILITIES

13.1 Governing Body

The school's appointed persons are xxx. They are responsible for:

- Ensures compliance and monitors implementation.

13.2 The Headteacher

The headteacher is responsible for:

- Leading implementation of this policy and accountability.

13.3 Staff

Staff are responsible for:

- Uphold policy principles, model inclusion, and challenge inequality.

13.4 Visitors

Visitors are expected to:

- Support our equality aims during their time at Wentworth.

14. EQUALITY OBJECTIVES

1. **To review strategies for base times to ensure cultural inclusion**
Success Criteria: Inclusive activities, wellbeing indicators, cultural representation
2. **To embed teaching on race and identity**
Success Criteria: Progress of BCRB, Asian and African heritage pupils; parental involvement
3. **To engage parents/carers in anti-racist practice**
Success Criteria: Parental understanding, contributions, and staff use of home languages

15. PREJUDICE-BASED BULLYING AND DISCRIMINATION

We log and report all incidents of prejudice-based bullying, including those based on:

- Disability or SEN
- Race, ethnicity, religion
- Gender identity and sexual orientation

Actions are taken in line with our behaviour and safeguarding policies.

16. COMPLAINTS

Complaints are handled through our Complaints Procedure, with clear escalation processes for unresolved issues.

17. MONITORING ARRANGEMENTS

This policy will be reviewed by the **headteacher** every **four years**.

At every review, the policy will be approved by The Full Governing Body at Wentworth Nursery School and Children's Centre.

18. LINKS WITH OTHER POLICIES

This policy is linked to the:

➤ [Complaints Policy](#)

19. ANNEX 1

REPORTING AN INCIDENT OF DISCRIMINATION

Name of person reporting the incident:.....

Date of incident:.....

Description of what happened:

Report incident to the Headteacher or Chair of Governors (if incident relates to the Headteacher)

What actions were taken?

How was this reviewed?

Signature of the person completing the report:

Signature of Headteacher:

Signature of Chair of Governor if complaint about headteacher: