



# EQUALITY STATEMENT

<b>Date of Last Review:</b>	<b>June 2021</b>
<b>Date agreed by Governors:</b>	<b>June 2021</b>
<b>Date shared with all staff:</b>	<b>June 2021</b>
<b>Date of next review:</b>	<b>June 2023</b>
<b>Origin/Author:</b>	<b>Abbey Wood Nursery School</b>

## Equalities Statement

As part of the Equality Act 2010 all schools have a duty to publish Equality data and school objectives to address potential inequality in the school by April 6<sup>th</sup> 2012.

It is unlawful to discriminate against individuals by treating them less favourably because of their gender, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, marriage and civil partnership. These features are now 'protected characteristics' under the act.

The Public Sector Equality Duty (PSED) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Schools are subject to the equality duty and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

In practice this means:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The new Equality Duty covers the following protected characteristics:

- age
- economic deprivation (class)
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – this includes lack of belief
- sex
- sexual orientation

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Equality Duty is designed to reduce bureaucracy while ensuring public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

Abbey Wood Nursery School takes account of the Equality duties in all areas of the day to day life of the school including admissions, recruitment and employment of staff, activities, groups and events held there. We recognise that in Abbey Wood, economic deprivation is a major barrier to the social mobility of the community.

### **Our school Equality Objectives are:**

- To continue to monitor pupil progress and attainment to ensure that groups with 'protected characteristics', are not disadvantaged in their education.
- To monitor the involvement of families in school activities, meetings, learning experiences, to ensure that groups with 'protected characteristics', are not disadvantaged in their access to school expertise
- *Cultural Capital is the 'essential knowledge that children need to be educated citizen's'*

OFSTED 2019

In the Early Years we will ensure that all children have access to opportunities and experiences that enable them to have '*awe and wonder of the world in which they live, through the seven areas of learning*'.

OFSTED 2019

### **Other Relevant Documents**

Equalities Policy

EQUALITY STATEMENT

<z://policies&procedures/Equality>

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