

# Public Sector Equality Duty at Sheringham Nursery and Children's Centre

## Our equality objectives 2019-2023

The Equality Act 2010 requires all public bodies to publish equalities objectives every four years. This document identifies the equalities objectives that we have chosen to focus on over the next few years, from 2019 to 2023, to improve equality, diversity and inclusion at Sheringham Nursery School.

We take our responsibilities very seriously, both as a provider of service to our local community in Newham, and as an employer.

The **Public Sector Equality Duty** requires our Centre to publish information about Equalities.

The **Equality Act 2010** clearly states that the following areas must be taken into account.

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender reassignment

People identified in these groups are considered to have a **protected characteristic**.

Our aim is to help every child to have the best start to life. We do this through offering high-quality early years education and childcare, and through a range of evidence-informed services delivered through our Children's Centre.

We want every child, and every family, to have a positive experience with us. We want every child to be well-prepared for the next stage in their education and learning.

Promoting health and emotional wellbeing, and keeping children safe, runs through everything we do.

This means that equality is central to everything we do, as well as being positive about the diversity of our local community and celebrating it.

Our objectives have been agreed following discussions with staff and with our governing body.

## **1. Ensure that all staff and all users are aware of our commitment to equality**

Our commitment to equalities is set out in our equalities statement:

**Statement about equality** We are against all forms of discrimination, with particular reference to the following equality strands: gender, age, ethnicity/race, disability, religion/belief, sexual orientation, maternity and people who are transgender.

As individuals we are all different. The Nursery School and Children's Centre will ensure fair and equal access to our services for all our families regardless of which equality strands they belong to. We ask all families to respect other users and to uphold our equality policy.

This commitment is reflected in our Goals and Values:



#### *What we will do*

- We read and talk through these commitments with all parents and users
- We promote equality through the resources and the curriculum on offer
- We invite parent feedback regularly and we are committed to responding to any concerns or complaints which might arise
- We regularly check the progress children are making, including analysis by groups, so that we can make necessary changes to our work if there is a risk that any group might be missing out.

#### *How we will know if we are succeeding*

- All parents, users and families say that they feel welcome and safe at Sheringham
- Action is taken quickly and its impact is regularly checked, if group of children with a shared protected characteristic is at risk of making poorer progress than other children

## **2. Promote equal opportunities for our staff team and tackle bullying or discrimination quickly and robustly should it occur**

#### *What we will do*

- Draw on the support of our Teaching School (e.g. leadership qualifications, teacher training) to increase the diversity of our workforce and enhance the level of skills and qualifications of staff with protected characteristics
- Survey staff regularly and anonymously, so that any incidents of discrimination, bullying or harassment that have not been reported through the usual channels can be raised and acted on

*How we will know if we are succeeding*

- More staff from under-represented groups achieve middle and senior positions in the organisation, and gain valuable qualifications

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