

Public Sector Equality Duty at Huntingdon Nursery



Our equality objectives 2023-2027

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 2023 to 2027, to improve equality, diversity and inclusion at Huntingdon Nursery School.

We take our responsibilities very seriously, both as a provider of service to our local community in Huntingdon, 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 to support the whole family.

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.

Huntingdon 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 vision statement

Vision Statement

TO GIVE EVERY PERSON IN EVERY FAMILY OPPORTUNITIES TO BECOME THE BEST THAT THEY CAN BE

The principals that underpin this statement are:

- That we will endeavour to provide the best possible nursery care and education for children on role
- That learning will take place through play
- That we aim to develop children's confidence, independence and positive attitudes towards life
- That we build trusting relationships with families so that we are best placed to recognise and meet
- We celebrate success, make learning fun and enable children to achieve their potential
- We work as part of a wider team – a partnership that strengthens our community.

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 Huntingdon Nursery
- 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 Children Centre and community 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 positions within the Nursery and children Centre and gain valuable qualifications.