



Gainsborough Nursery School Equality Information and Objectives 2021-25

Introduction

The Equality Act 2010 contains the Public Sector Equality Duty (PSED). This is sometimes referred to as the “general duty” and extends schools’ equality duties to all people, children and adults alike, with “protected characteristics” (race, disability, gender, religion and belief, age, marital status, sexual orientation, gender re-assignment and pregnancy). This duty came into effect in April 2011. In carrying out their duties, schools are to have “due regard” to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not share it.
- Fostering good relations across all characteristics and between people who share a protected characteristic and those who do not share it.

“Due regard” means that leaders in school must be aware of the duty when making decisions and must assess whether those decisions will affect people with “protected characteristics”. School leaders should consider equality implications when writing policies and the duty must be integrated into the carrying out of all the school’s functions. Gainsborough Nursery School is committed to tackling discrimination and unfairness. It also recognises that other factors affect equality of opportunity, including financial income, housing, family structure, immigration status etc.

The Head Teacher and Governing Body will continually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010.

Equality Information for Gainsborough Nursery School

School Equality Objectives

Our schools vision clearly reflects our commitment to fully including, respecting and supporting all members of our school community, whatever their cultural background, belief, gender, race, need or disability. We aim to challenge and eliminate any inequalities which may arise.



Having referred to and analysed our equality information, we have set ourselves the following objectives for 2021-25:

Objective

To ensure all staff routinely challenge stereotypical behaviours to prevent sexism and sexual harassment in our school and ensure that the curriculum celebrates the diversity not only in our community but across the UK.

Why we have chosen this objective

Gainsborough is a predominantly white, British town.

We aim to increase our pupils' understanding of diversity, ensuring that children from all background are represented.

To achieve this objective, we plan to:

- Staff training on unintentional bias and stereotyping
- Ensure staff use language carefully and discuss with children any emerging stereotypical behaviours such as children saying pink is a girl's colour or boys can't play with the dolls.
- Review books and resources to ensure they represent diversity and equality
- Ensuring that all policies and procedures reflect current legislation and best practice.