



Whitecross Nursery School

Equality Information Statement

Reviewed by	Claire FitzPatrick
Date of last review	March 2024
Date of next review	March 2025
Ratified by the Governing Body	March 2024

This policy will be reviewed sooner if there is a change to legislation or guidance which may affect it. Any changes will be communicated to all stakeholders.

At Whitecross Nursery School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

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

At Whitecross Nursery school aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

Whitecross Nursery School believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to

become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with Prejudice and Celebrating Diversity

Whitecross Nursery School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive opportunities for all children regardless of need, background or behaviour
- Aware of what constitutes discriminatory behaviour

The school's employees will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

The school's employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

Whitecross Nursery School does not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

Whitecross children and staff treat everyone fairly. We value diversity and celebrate our differences. For example we ensure girls and boys have equal access to all learning and we ensure all children from all the diverse backgrounds in our school have the opportunity to express their wants, needs and views.

Inclusion

We provide a fully inclusive setting for all children and adults. All are welcome and cared for whatever need, background or ethnicity. We constantly review and develop our curriculum to ensure that it reflects the needs of our community and our children. We believe children from vulnerable groups should have the same opportunities as others to express themselves, receive the highest quality of education and enjoy social and academic success

Closing Statement

Prejudice is not and will not be tolerated at Whitecross Nursery School and we are continuously working towards a more accepting and respectful environment for our school community.

The school's Staff Equality, Equity, Diversity and Inclusion and Pupil Equality, Equity, Diversity and Inclusion policies further outline information regarding how we fulfil our equality duty at Whitecross Nursery School.

The school's Equality Objectives further outline the school's continued commitment regarding equality for all.

These documents are published on the school's website.