



EQUALITIES POLICY

Our Equalities policy outlines the commitment of staff, children and governors of McMillan Nursery School, to ensure that equality of opportunity is available to all members of the setting. For our setting this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in the setting, whilst celebrating and valuing the achievements and strengths of all members of the settings community. These include children, staff, parents/carers, governors, outside agency staff linked to the setting, visitors to school, students. We aim to promote equality of opportunity between all people regardless of race, gender, ability.

Aims of the policy:

Our nursery school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

Having due regard for advancing equality involves:

- 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.

Legislation and guidance

This policy has been developed using the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination

- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

Other supporting documents are Department for Education (DfE) guidance: The Equality Act 2010 and schools:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

and the Equality and Human Rights Commission: Technical Guidance for Schools:

<https://www.equalityhumanrights.com/en/publication-download/technical-guidance-schools-england>

School in context:

- At McMillan Nursery School we are committed to ensuring equality of education and opportunity for all pupils, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which people can participate fully in school life.
- Our admissions policy does not discriminate against any pupil.
- The achievement of all pupils will be monitored and we will use this data to raise standards and ensure inclusive teaching.

Pupil Characteristics:

Gender	19/20	20/21	21/22	22/23	23/24	24/25
Boys	39	24	37	43	58	65
Girls	53	28	35	39	44	41

Ethnicity	19/20	20/21	21/22	22/23	23/24	24/25
Numbers on roll	92	52	72	82	102	106
White British	9	2	5	3	7	11
Any other white background	6	2	4	2	5	8
Mixed white and Asian	1	2	2	3	1	2
Asian or Asian British-Indian	0	0	0	0	0	0
Asian or Asian British-Pakistani	76	43	55	73	85	84

Asian or Asian British- Any other Asian background	0	1	2	1	0	1
Black or Black British - Caribbean	0	0	0	0	0	0
Black or Black British - African	0	1	0	0	3	1
Any other ethnic background	0	1	1	0	1	0

Language	19/20	20/21	21/22	22/23	23/24	24/25
Numbers on roll	92	52	72	82	102	106
English	40	24	39	40	45	36
Other than English	52	28	33	42	57	70

Ethos:

- At McMillan Nursery, the leadership of the setting will demonstrate mutual respect between all members of the community
 - There is an openness of atmosphere which welcomes everyone to the setting.
 - All within the setting's community will challenge any type of discriminatory and/or bullying behaviour, e.g. through unwanted attentions (verbal or physical) and unwelcome or offensive remarks or suggestions.
 - All children are encouraged to greet visitors to the setting with friendliness and respect.
 - The displays around the setting are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored.
 - McMillan Nursery School is also committed to providing a working environment free from discrimination, bullying, harassment and victimisation.
 - We will make reasonable adjustments to ensure that the school environment is as accessible as possible.

Staff and Governors:

- We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community to respect and respond to the diverse needs of our population.
- The local authority collects information on staff in post, and applicants for employment and training, to identify potential discriminatory practice. This is analysed by gender, age, ethnicity, disability, marital status amongst other criteria.
- We collect and analyse a range of profile information for our staff and governors: applicants for employment; staff profile; governing body; attendance at training events; disciplinary and grievance cases; staff appraisals/performance management; and exit interviews. All personal information is treated as confidential and is only accessed by the appointed interview panels, the Head Teacher and Bursar.
- Staff Development - We recognise the need for positive role models and distribution of responsibility among staff.
- We encourage the career development and aspirations of all staff
- It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of children

Staff Recruitment

All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process

- Equalities policies and practices are covered in all staff inductions
- All temporary staff are made aware of policies and practices
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact

Roles & Responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Ruth Thompson. They will:

- Meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.
- All staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues
- All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour
- We will take steps to ensure all visitors to the school adhere to our commitment to equality.

Eliminating discrimination:

- At McMillan Nursery School, we recognise that all members of the school and our wider community are of equal value. The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every 2 years.
- Staff Recruitment -All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process
- The Headteacher is responsible for monitoring equality issues, aided by our equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing quality of opportunity:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)
- In fulfilling this aspect of the duty, the school will:
- Monitor progress and attainment data each academic year to ensure no gaps in how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement and implement actions in response

Fostering Good Relationships

- As a school we believe that should treat each other with care, respect and kindness, and that strong positive relationships make a great school. We aim to foster good relations between those who share a protected characteristic and those who do not share it by:
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum.

In our curriculum we aim to ensure that:

- Planning reflects our commitment to equality in all subject areas and cross curricular themes promoting positive attitudes to equality and diversity
- The curriculum is very child centred and focuses on individual children's needs and interests
- Children will have opportunities to explore concepts and issues relating to identity and equality
- Steps are taken to ensure that all children have access to the early years curriculum by taking into account their cultural, backgrounds, linguistic needs and learning styles

Our Learning Environment:

- There is a consistently high expectation of all pupils regardless of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.
- All children are encouraged to improve on their own achievements and not to measure themselves against others.
- Parents are also encouraged to view their own children's achievements in this light.
- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all children
- Adults in the setting will provide good, positive role models in their approach to all issues relating to equality of opportunity
- McMillan Nursery School place a very high priority on the provision for special educational needs and disability.
- We will meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work
- McMillan Nursery School provides an environment in which all children have equal access to all facilities and resources
- All children are encouraged to be actively involved in their own learning

- A range of teaching methods are to be used throughout the setting to ensure that effective learning takes place at all stages for all pupils
- Consideration will be given to the physical learning environment - both internal and external, including displays and signage

Resources and Materials:

- The provision of good quality resources and materials within McMillan Nursery School is a high priority. These resources should:
 - Reflect the reality of an ethnically, culturally and sexually diverse society
 - Reflect a variety of viewpoints
 - Show positive images of males and females in society
 - Include non-stereotypical images of all groups in a global context
 - Use materials that reflect a range of cultural backgrounds, without stereotyping
 - Be accessible to all members of the settings community
- We encourage our families to bring in ethncial and cultural resources which reflect their cultures and ask families to share these with the children

Teaching and Learning:

- This includes teaching personal, social, emotional development (PSED) education
- Promote attitudes and values that will challenge discriminatory behaviour
- Develop pupils advocacy skills so they can detect bias, challenge discrimination, leading to justice and equality.
- In reading, pupils will be introduced to stories from a range of cultures
- Ensure that the whole curriculum covers issues of equality and diversity
- Working with our local community. This includes inviting leaders of local faith groups and activities based around the local community
- Provide opportunities for children to appreciate their own culture and religions and celebrate the diversity of other cultures and traditions i.e. Diwali, Eid, Christmas and Chinese New Year
- We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach
- Prepare children from life in a diverse society

Commissioning and Procurement

- McMillan Nursery School will ensure that we buy services from organisations that comply with equality legislation. This will be a significant factor in any tendering process.

Publishing the Policy:

- This Policy is a public document and is made available to all stakeholders through our school website. The policy is referred to in our prospectus and hard copies are available in the setting.

Monitoring Arrangements:

- We will review and update the equality information we publish at least each year to demonstrate how we are meeting the aims of the general public sector equality duty and to evidence progress made towards our equality objectives. Our objectives will be drawn up and published by the Governing Board at least every 4 years.

Measurement of Impact of the Policy

- This policy will be evaluated and monitored for its impact on children, staff, parents and carers from the different groups that make up our setting. Any actions will be implemented through the Schools Improvement Plan.

Considering Equalities in decision making:

- Our nursery school ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis. We keep a written record to show we have considered equality issues and asked relevant questions about the impact of our decisions on different groups in the school community.

Review Date: May 2026