

Newtown Nursery School

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Colne

Equality Information and Objectives

2026-2027

Responsible Person: Sarah Midgley

Aims and Objectives

- **Our school aims to meet its obligation under the Public Sector Equality Duty by having regard to:**
- **Eliminate discrimination and 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 relationships across all characteristics.**
- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Protecting from Discrimination

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- We endeavour to make our school welcoming to all. We promote an understanding of different cultures through our curriculum.
- Our Curriculum reflects the positive attitude we display and the values and respect we attribute to all.
- We offer a broad, diverse and engaging curriculum to all pupils.

- Should anyone at our school be a victim of racism, we will do all we can to support that person and work to educate our school community about acceptable language and actions.

The Role of the Governing Board

- The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- The governing body ensures that no child is discriminated against whilst in our school. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls.

The Role of the Headteacher

- It is the headteacher's role to implement the school's Equality Policy and she is supported by the governing body in so doing.
- It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

The Role of School Staff

- All staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- When selecting classroom material, teachers and leaders pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers and leaders strive to provide material that gives positive images of

ethnic minorities and that challenges stereotypical images of minority groups.

- When planning activities and experiences, we use this policy to guide us, both in our choice of topics, and in how to approach sensitive issues.
- Staff ensure that they provide children with experiences that will develop their understanding of British Values
- Opportunities' for Cultural Capital are evident in all classrooms.
- All our teachers challenge any incidents of prejudice or racism. We record any serious incidents on CPOMS, and draw them to the attention of the DSL. Teachers support the work of support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Monitoring and Review

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy.

The governing body does this by:

- Monitoring the progress of pupils of groups of pupils and comparing it to the progress made by other pupils in the school
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against
- Requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils

Equal Opportunities

We do not discriminate against anyone, be they staff, parents, governors or pupil, on the grounds of:

Age, Disability, Gender Assignment, Marriage and Civil Partnership, Pregnancy or Maternity, Race, Religions or Belief, Sex or Sexual Orientation.

This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

Equality Objectives – Newtown Nursery School

2026-2027

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives from 2026 to 2027

Objective 1
<i>To narrow the gap between vulnerable groups of pupils and other pupils to reduce or remove inequalities in attainment, particularly inequalities relating to the protected characteristics listed in the Equality Act</i>
Why we selected the objective
• <i>Data Analysis, termly, yearly</i> • <i>School Improvement Plan or other plans reflect findings</i> • <i>Provision and planning is effective for Target Groups and Individual needs</i>
To achieve this objective we will:
• <i>On-going-formative assessment</i> • <i>Termly Data Collection and Comparisons</i> • <i>Cohort Analysis-</i> • <i>Pupil Progress Meetings every half term to discuss pupils</i> • <i>Staff Supervision Termly</i>
Progress we are making towards this objective
• <i>Analysis of data shows that all groups of children are making good progress in relation to their peers and from their starting points and any gaps are being narrowed</i> • <i>Groups analysis shows attainment gaps decreasing term on term.</i>

Objective 2
<i>Provision and resources reflect the changing composition of ethnicities of children attending the Nursery</i>
Why we selected the objective
<i>To ensure that children's first learning experiences and home life are reflected within our Nursery setting in order for children to build on what they know as part of their on-going learning.</i>

To achieve this objective we will:

- Pupil progress and assessments for different groups of children
- Teaching and learning, to ensure it meets the needs of different groups of children

Home visits prior to starting Nursery for all children.

- The involvement of parents and pupils in different activities
- Parental involvement on their child's learning and development including attendance at meetings and appointments

Progress we are making towards this objective

- Every child has a home visit and meeting with parents in their own home prior to starting Nursery. This helps practitioners to gauge an idea of home life and starting points.
- Children make good progress from their starting points in all classrooms

Objective 3

To promote positive health and wellbeing to staff and pupils.

Why we selected the objective

- Good links with families.
- Opportunities to access additional provision for pupils and staff who require support.
- Promotion of health and well-being services for both children and families

To achieve this objective we will:

- Offer a wide range of learning opportunities that support and develop positive mental health
- Build good relationships with families and use signposting to agencies that can offer support
- Staff well-being service available to all employees
- Promotion of health projects involving families such as healthy heroes, oral health campaigns
- Following the Food, nutrition and health and care needs policy

Progress we are making towards this objective

Regular parent liaison

Regular home-school updates linking with Healthy Heroes Campaign

Staff accessing SAS well-being service regularly

Curriculum implementation of 'learning for life' and sustainable development goals