**HINDLEY NURSERY SCHOOL – PUBLIC SECTOR EQUALITY DUTY 2024-25**

*“Supporting our community to enable a positive start for children and their lifelong learning”*

**Aims**

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

**What is the Public Sector Equality Duty**

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all ‘protected characteristics’ – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment.

**Legislation and guidance**

This document meets the requirements under the following legislation:

* [The Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/contents), which introduced the public sector equality duty and protects people from discrimination <http://legislation.gov.uk/ukpga/2010/15/contents>
* [The Equality Act 2010 (Specific Duties) Regulations 2011](http://www.legislation.gov.uk/uksi/2011/2260/contents/made), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

<https://www.legislation.gov.uk/uksi/2011/2260/contents/made>

This document is also based on the Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

**Roles and 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, pupils and parents
* Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The SLT will:

* Promote knowledge and understanding of the equality objectives amongst staff and pupils
* Monitor success in achieving the objectives and report back to governors
* Ensure there is an annual focus on one of the nine protected characteristics

**How does Hindley Nursery School comply with the Public Sector Equality Duty?**

The school has a range of policies which make explicit the school’s commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

British Values

Accessibility Plan

Equality and Diversity policy

SEND policy

Behaviour policy

Hindley Nursery School prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty.   It is through our keyperson system and our open and honest conversations with children that we would support any child’s or parents understanding or misconceptions of equality and diversity.

**Equality objectives**

Under the Public Sector Equality Duty the school is required to set Equality Objectives and our published information must be updated annually.

**Objective 1:** To ensure the classroom learning opportunities have no obvious bias between boys and girls and that all children are encouraged to play or explore in any area of the classroom. Children will be supported to understand any gender stereotyping and how this can be challenged.

**Objective 2:** To raise awareness of the protected characteristics within the school by having an annual whole-school focus.  This year’s focus is on **'Think Equal'**; thus developing an awareness and understanding of diversity in nursery and beyond. The nursery will use the Think Equal programme to help support this objective.

**Objective 3:** Continue to ensure that all the children in the learning to learn classroom have unbiased access to activities regardless of their gender or special educational needs.

**Reviewed May 2024**

**Signed on behalf of governors…………………………………………………………………………………..**

**Date…………………………………………………………..**