

# **St Paul's Nursery School and Children's Centre**

## **EQUALITIES STATEMENT 2022**



We are a complex, inner city Nursery School and Day-care provision, providing Early Years places for up to 220 part time children from aged 6 months – 4 years. We also host the Central Bristol Children's Centre and the Bristol Early Years Teaching Hub.

The children who attend come from a diverse range of socio-economic and cultural backgrounds. This diversity is one of the main characteristics of our nursery and one which we celebrate, learning from our community everyday.

Our children speak up to 16 different languages.

### **At St. Pauls Nursery School and Children's Centre, we are committed to equality.**

We strive to ensure that every member of our nursery community feels included here, safe and has a sense of belonging.

We work hard to ensure equality permeates throughout all aspects of nursery life and is everyone's responsibility.

We appreciate that people have different lived experiences, needs, and ambitions and therefore achieving equality requires us to identify and remove potential barriers to inclusion, connection and learning.

We place high value on everyone being proud of their identity, diversity and family makeup and celebrate differences.

### **Our Legal Duty**

- We welcome our duties under the Equality Act 2010 to eliminate discrimination; advance equality of opportunity and foster good relations in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race and ethnicity, religion or belief, sex and sexual orientation
- We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
- We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

### **Guidance**

In fulfilling the legal obligations referred to above and our ambitions for a safe and inclusive learning community we will:

1. See all members of the nursery community as of equal value whether or not they are disabled; whatever their ethnicity, culture, religious affiliation, national origin or socio-economic circumstances; whichever their gender and sexual orientation and whatever their age
2. Provide space to listen and understand from each family's personal history
3. Recognise that treating people equally does not involve treating them all the same.
4. Foster and promote positive attitudes and relationships, and a shared sense of cohesion and belonging by:
  - Promoting listening, attention, collaboration, understanding, tolerance, and friendship in our interactions, daily routine and curriculum
  - Ensuring our learning environment and curriculum represents a variety of backgrounds and viewpoints and reflects the diverse backgrounds of our children
5. Listen, learn from, and work in partnership with our local community.
6. Ensure that the recruitment, retention and ongoing development of staff is undertaken in a fair and equitable manner.

7. Strive to do all we can to avoid or minimise possible negative impacts and take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between those with protected characteristics and others.
8. Ensure we have due regard to equality considerations whenever policies are introduced or reviewed, always considering the impact of significant decisions on particular groups.
9. Aim for our policies and activities to benefit the wider nursery community and society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life.

### **Roles and responsibilities**

- The leadership team, staff team and governing board ensures that any equalities information and objectives as set out in this statement are made available to the entire St Pauls learning community, and that they are reviewed and regularly updates.
- Responsibility is delegated to the SLT to monitor achievement towards these goals
- The leadership team will promote knowledge and understanding of equalities practices and the equality objectives amongst the nursery learning community, monitor success and report back to the FGB
- All staff are expected to have regard to this document and to work within the guidance to achieve the objectives. They have a duty to deal with incidents of discrimination and know how to identify and challenge bias and stereotyping. They must ensure they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination and must keep up to date with equalities legislation.

### **Addressing prejudice and prejudice-related behaviour:**

St Pauls Nursery School and Children's Centre challenges all types of discriminatory behaviour and this is made clear to staff, children, families/carers, and governors.

The Nursery has a clear, agreed procedure for dealing with prejudice related incidents and reports any such incidents to the Governors on a termly basis.

### **Equalities Objectives 2021 – 22 to follow**

## **Appendix A : Race Equality Action Plan Draft ideas for wider thinking and discussion**

- **Responding to children** – words count, fluency and confidence with how we actively promote anti-racist practice
- **Different Lived Experiences** – how do we hear, how do we listen, capturing through conferences, parent champions, parent role models, black champions, creating authentic spaces i.e. cultural surgeries ( including and sharing with families )
- **Platform to share** research, books in the staff room, staff meetings to revisit, reflect
- **Authentic links to and with the Community** – draw on experts in the community
- **Diverse community we can learn from and with** ; Personal histories and personal experiences – the importance of validating, acknowledging, listening
- **Addressing White Privilege** – Robin Diangelo says...
- **Where can we see our community reflected in the Centre**, in provision, in resources?
- **CPD** – more inspiring, provocative, challenging, safe-space training
- **Platforms** to talk, ask questions, open up conversations
- **Link parents up with each other** – sharing space – how do we advocate