

Bedford Nursery Schools Federation

Policy Document



Equality Policy

Adopted by Governors: March 2014
Reviewed: Nov 2020

Statement of intent

At Bedford Nursery Schools Federation all children and families are valued as individuals. The Governing Body and staff believe that no child, family or staff member, visitor or volunteer should suffer discrimination, direct or indirect, while at school or within the wider school community.

Teachers and Early Years Educators support children's development, well-being and learning through play in a safe, caring and challenging environment. All children are given every opportunity to achieve their potential.

Legal Framework

At Bedford Nursery Schools Federation we recognise our Public Sector Equality duties under the Equality Act 2010 to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, pregnancy or maternity, gender, gender reassignment, religion and belief and sexual identity.

We believe:

All children at Bedford Nursery Schools Federation have equal value and are respected as individuals with regard to:

- their needs and ability.
- ethnicity, culture, nationality or national status.
- gender and gender identity.
- religious affiliations and faith.

At Bedford Nursery Schools Federation we strive to create a prejudice-free environment where all individuals feel confident and at ease. We will achieve this by:

- being respectful.
- always treating all members of the school community fairly.
- developing an understanding of diversity and the benefits it brings to our school community.
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness.

We are committed to an inclusive, balanced and fair curriculum that all children can access. We believe that children should be exposed to ideas and concepts that may challenge their understanding and that of their families, and that with support all children and families can learn to be inclusive and respectful of the whole school community.

At Bedford Nursery Schools Federation diversity is reflected throughout our learning environment. We celebrate all faiths through the seasonal and cultural calendar and invite our families to these celebrations. We pay respects to all religions and invite leaders of faith in and/or visit places of worship when possible.

Recruitment and retention of staff and CPD.

At Bedford Nursery Schools Federation we promote fair recruitment for all staff. No person will be discriminated against on the grounds of age, disability, ethnicity, pregnancy or maternity, gender, gender reassignment, religion and belief and sexual identity.

All job descriptions include a commitment to equality and diversity.

All staff have access to professional development through local and national providers and have an understanding and knowledge of protected groups.

All staff are aware of the need to provide an inclusive, welcoming and 'open door' environment where all parental concerns are dealt with in a respectful manner. We actively seek ways to counter the learning of negative attitudes and behaviour towards differences.