

My Role as the settings Equalities Named Co-Ordinator

Stalham Pre-school Equalities Named Co-ordinator (ENCO)- Cara Leavold Sept 2016-

The Equality Act 2010 places a legal responsibility on our setting to actively promote equality and eliminate discrimination. We have certain duties outlined in the act that we must have due regard to, including two specific duties. The specific duties require our setting to publish relevant information showing compliance with the Equality Duty, and to set equality objectives. There are also three general duties also known as the 'Public Sector Equality Duty' (PSED) which is to:

- To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this act.

-Advance equality of opportunity between persons who share relevant protected characteristic and persons who do not share it.

-Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

I went on the ENCO training course March 2016 and became the settings ENCO Sept 2016; this new working title gives me responsibilities and additional roles around the setting. My main purpose is

"To work collaboratively with all staff, families and partners to co-ordinate and monitor the equality requirements of all children aged 0-5, families and the centre/setting, proactively enhancing and promoting inclusive practice and removing barriers to inclusion."

The key responsibilities of my role (as ENCO):

- To promote anti-discriminatory practice in all activities offered including our anti-discrimination policy, procedure and practice.
- To ensure all activities appreciate and value the diversity of children and families attending and make recommendations for improvement as appropriate.
- To contribute to the planning and co-ordination of anti-discriminatory provision for children and their families in the setting/centre.
- To keep up-to-date on relevant legislation and inform senior management team of relevant duties.
- To contribute to the development, implementation, monitoring, evaluation and review of policies and procedures linked to inclusion, equal opportunities, equality and diversity.
- To raise awareness of the needs of discriminated and excluded groups to all members of the setting.

These specific responsibilities have been identified and condensed into the following statements that have been outlined in my performance management:

- To be knowledgeable in all areas of ENCO need and provision
- To ensure the setting complies with ENCO requirements
- To engage all staff in the opportunities and activities enhanced through ENCO knowledge
- To keep up to date with any changes in ENCO legislation, change our policies when needed and deliver changes to all staff members
- To find and attend courses which appeal and provide knowledge in our 'gap' areas