

Stalham Pre-school Equality Objectives

Introduction:

In 2010, The Equality Act replaced all existing equality legislation by combining several documents into one single law.

(https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/570382/Equality_Act_2010-disability_definition.pdf)

The purpose of the Equality Act is to give everyone the right to be treated fairly in the workplace or when using the services. It also aims to protect people from all kinds of discrimination and ensures equality of opportunity. The act underlines certain duties that we must take into account, 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.

We aim to publish the settings relevant information and objectives on our school website in January of every coming year to comply with our duties from the Public Sector Equality Duty.

Our Equalities Objectives:

What is our objective?	Action	Timescale
<p>To Increase our community and parental engagement and to continue to build on our existing programme of multi – cultural events to celebrate diversity.</p> <p>I want to build and maintain positive relationships with our parents/carers and setting friends.</p>	<p>To contact the local business ie Tesco's, fire station and library to arrange school trips, visits.</p> <p>Invite parents/carers into the setting for activities and stay and play sessions to give them an opportunity to see the day to day school routines. Parents and Carers will also be invited to join us for special events such as fundraisers, celebration days or family time.</p> <p>I will send out regular questionnaires for all the parents and carers to fill out to gain feedback and ideas for improvements.</p>	

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<p>To educate children, parents/carers and staff about inclusion/equality.</p> <p>To ensure resources in nursery do not reflect any stereotyping of gender or ethnicity</p>	<p>-We aim to teach the children about inclusion and equality by thoroughly planning and carrying out our celebrations and festivals with different cultures and religions in mind.</p> <p>-We aim to educate parents and carers on equality and inclusion by giving them an opportunity to have a copy of our equality policy and to find appropriate leaflets. This will give them an understanding of our ethos and expectations. I will also make it available in the setting for the parents and carers to read up to date requirements and publishing.</p> <p>-We will keep all staff members up to date with my new knowledge, publications and legal requirements.</p> <p>We aim to develop our resources in setting that reflect equality which will give the children more understanding and empathy. We want to have more multi-cultural and celebration topic books and puzzles. We aim to provide the appropriate equipment and resources for all ages groups and abilities.</p>	
<p>To ensure all celebrations and festivals are thoroughly planned for and carried out to ensure all children in the setting get to experience and learn through these experiences.</p>	<p>I will plan thoroughly for each celebration and festival and will gather all ideas from staff members. All activities relating to the celebrations/festivals will be equally delegated between our team. I will aim to ensure that all children will be able to be included in our activities regardless their allocated sessions, age and abilities.</p>	
<p>Ensuring that all policies and procedures reflect current legislation and best practice.</p>	<p>We will ensure that all policies are read by all staff members often and are checked through to ensure it reflects new knowledge.</p>	

Next steps:

We as a setting welcome feedback from our service users (Parents/carers, outside professionals) and staff members about all areas of our planning and implementation of all our activities. If you have any comments, suggestions or concerns please contact the setting via the following paths:

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Phone: 01692580311 Please ask for Amy Smith the settings manager OR Cara Leavold settings ENCO

Post : Stalham Community Infant and Pre-School,

Brumstead Road Stalham, Norwich NR12 9DG