



## The Mead Infant and Nursey Equality Information and Objectives Statement

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity. All of our policies are written with regard to and are compliant with the Equality Act 2010.

Our guiding principles are that:

- We value all learners equally
- We recognise and respect difference
- We foster positive attitude and relationships and a shared sense of cohesion and belonging
- We observe good equality practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We advance equality of opportunity between those who share a protected characteristic and those who do not
- We encourage everyone with a protected characteristic to participate fully in any activities

Staff and Governors are regularly reminded of their responsibilities under the Equality Act. New staff receive training on the Equality Act as part of their induction, and all staff receive regular refresher training.

Area of focus	Action	Review Date
To ensure our curriculum and resources reflect all members of the school community and wider society	<ul style="list-style-type: none"> <li>• Review history and geography curriculum to ensure significant figures learnt about, books in the library and resources in the classroom e.g. role play represent characteristics of the school and expose children to an experience of all appropriate protected characteristics</li> </ul>	Annually
To ensure we value and meet the needs of all learners	<ul style="list-style-type: none"> <li>• Termly review of data to identify underperforming groups, and put strategies and targeted intervention in place to support the gaps</li> <li>• Amend SDP and PP to address gaps</li> <li>• Ensure teaching is adapted to</li> </ul>	Annually

	meet the needs of all children	
To foster positive attitudes and relationships, and a shared sense of cohesion and belonging	Weekly celebration at assembly – gold awards School Council Proud to Belong Motto – a family ethos Celebration of diversity – e.g. different cultures, deaf awareness	Annually
To observe good equalities practice in staff recruitment, retention and development	Work with the trust to: <ul style="list-style-type: none"> <li>▪ Prepare summary of the equal opportunities returns</li> <li>▪ Review annually the degree to which our workforce represents the community and adjust recruitment practices to encourage greater diversity</li> </ul>	Annually
We aim to reduce and remove inequalities and barriers that already exist	Work with the trust to carry out an Equality Impact Assessment of Policies to ensure no groups are disadvantaged	As policies reviewed

Date Approved	Autumn 1 2024
Responsibility	Headteacher
Review Time Scale	Every 4 years
Next Review Date	Autumn 1 2028