



STATEMENT ON EQUALITY AND DIVERSITY

Our School Commitment

At Spencer Nursery School, all staff and governors are committed to working together to provide a safe and inclusive learning environment to ensure that everyone is part of the school community, whatever their ability, need, gender, culture or ethnicity.

Spencer Nursery School's practice is underpinned by our four core values, which are to teach children to have Courage, Achievement, Respect and Enthusiasm and our school motto is "Spencer Nurtures Success".

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

What do we mean by 'equality'?

There is no single definition of equality and everyone will have their own personal interpretation of what it means to them. We would define equality as essentially being about fairness and ensuring that we all have the best possible chance to succeed in life whatever our background or identity.

What do we mean by 'diversity'?

Diversity essentially means difference. Diversity is about recognising, valuing and celebrating these differences. It is about creating a school environment that is inclusive of these differences, where we all feel welcome, valued and supported to succeed whatever our background or identity.

Our Aim

At Spencer Nursery School we aim to promote equality and develop positive relationships by tackling any form of discrimination. We seek to remove any barriers that may prevent children from participating in all aspects of school life; enabling them to make progress and achieve their full potential. We seek to remove barriers to access and participation that may prevent parents and carers being fully involved in the wider education of their child at school.

We will take positive action in the spirit of the Equality Act 2010 with regard to eliminating discrimination and harassment and to developing and promoting a culture of inclusion, support and awareness within the school.

We aim to 'bring out the best in everyone' by:

- Ensuring that everyone is treated fairly and respectfully.

- Making our school a safe and secure place for everyone.
- Recognising that people have different needs and understanding that treating people fairly does not always involve treating them the same.
- Ensuring that no-one experiences less favourable treatment or discrimination because of age, disability, race, gender, religion or belief, sexual identity and orientation.

We will endeavour to:

- Provide a safe environment where there is a strong focus on high expectations and challenge to improve outcomes for all our children.
- Provide a learning environment where all learners learn to be independent and resilient with the support of those around them.
- Prepare children for life in a culturally diverse society where they are able to be confident in understanding their place and responsibilities in their local, regional, national and international communities.
- Include and value the contribution of all families to our understanding of equality and diversity with a clear focus on the participation of children and parents in decision-making.
- Provide positive non-stereotyping information about different groups of people regardless of protected characteristics under the law (age, disability, gender, gender identity, race, religion or belief, sexual orientation, marriage or civil partnership and pregnancy/maternity).
- Plan systematically to improve our children's understanding and promotion of equality and diversity.
- Actively challenge all types of discrimination.
- Ensure that positive messages and actions about inclusion, equality and diversity are part of our daily practice.

Our School Population

- Spencer Nursery School is a small maintained nursery school, in September 2020 we had 68 children on roll attending in our Ladybirds Class (0-2 year olds), Bumblebees Class (2-3 year olds) and Fireflies Class (3-4 year olds).
- Spencer Nursery School is a diverse school and can provide support for a wide range of additional needs including Autism Spectrum Disorder, hearing impairment, cognition and learning needs, social and emotional needs, speech and language needs.
- Our children come from a wide range of different ethnic backgrounds.
- A number of our children speak English as an additional language.