

Reading Early Years Schools Federation

A federation of Blagdon, Caversham and New Bridge Nursery Schools

Executive Head Teacher: Joanne Budge BEd (Hons) MA



Equality Information and Objectives Statement

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity for all members of our Federation's community;
- foster good relations between all members of our Federation's community.

At Reading Early Years Schools Federation (REYS) we are committed to ensuring equality of education as well as equality of opportunity to achieve the highest of standards for all children, staff, parents and carers receiving services from us. We do this by:

- Taking account of children's varied life experiences and needs and try to ensure that everyone is treated fairly and respectfully
- Offering a broad and balanced curriculum
- Having high expectations for all children
- Recognising that people have different needs and we understand that treating people equally does not always involve treating them the same.
- Making sure our nurseries are a safe, secure and happy place for everyone

Equality means that discrimination on the basis of age, race, religion, gender, sexuality, language, pregnancy or maternity, disability or family background is not acceptable. These are referred to as protected characteristics and it is illegal to discriminate against these under the Equality Act 2010. The school is committed to improving equality of opportunity for people with protected characteristics. We aim to make sure that no one experiences less favourable treatment or discrimination because of:

- Their age;
- A disability;
- Their ethnicity, colour or national origin;
- Their gender;
- Their gender identity (they have reassigned or plan to reassign their gender);
- Their marital or civil partnership status;
- Their being pregnant or having recently had a baby;
- Their religion or belief;
- Their sexual identity and orientation.

We embrace our duties to:

- promote community cohesion (under the Education and Inspections Act 2006);
- eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010).



To fulfil our aim of providing all children with the opportunity to succeed and reach the highest level of personal achievement, we will:

- use observation and assessment to identify the next steps in learning for individual children;
- monitor summative assessment data by ethnicity, gender and disability to improve our provision for groups of children;
- take account of the achievement of all children when planning for future learning and setting challenging targets;
- ensure equality of access for all children and prepare them for life in a diverse society;
- use materials that reflect the diversity of the nursery, population and local community in terms of race, gender and disability, without stereotyping;
- use resources which promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice and promote positive images of all groups;
- provide opportunities for all children to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents and carers in supporting their child's education.
- acknowledging the richness and diversity of British society and to prepare children for their part in this

Equality Objectives for the REYS for the period March 2022 to March 2025

REYS Equality objectives. Advance equality of opportunity between People Objective:

To monitor the attainment of groups of ethnic minority children and those who are disadvantaged, according to the changing diversity of each Nursery School, comparing attainment to all children. To support and broaden opportunities for vulnerable families.

REYS Equality Objectives. Eliminate unlawful discrimination, harassment and victimisation objective

To ensure child's voice is developed within the delivery of the Early Years curriculum and that child has an individualised learning journey sharing their experiences and capturing their voice. Ensure staff are tuned into children and their families to provide support as needed.

REYS Equality Objectives. Foster good relations between people:

To ensure the curriculum is rich in opportunities for children to learn about others and the world around them. To celebrate our differences and develop pupil understanding of tolerance and respect for others.

Approved by: Full Board Governors: 14.4.2022

Review date: April 2025