LEASOWES EXTRA
Equality Information and Objectives Policy

Date approved: November 2024	**Written by: J.Caven** **Business Manager**
Date to be Reviewed: November 2027	**Approved by: G.Bettany** **Chair of Trustees**

1. Aims

Leasowes Extra seeks to ensure that no member of the setting, or any person through their contact with the setting, receives less favourable treatment on any grounds which cannot be shown to be justified. This covers the protected characteristics of **race, colour, nationality, ethnic or national origin, disability, age, religion or belief, sex or sexual orientation, pregnancy or maternity, gender identity and/or reassignment and marital or civil partner status**.

Equality and Diversity is more than just meeting legal obligations or targets. It makes a difference to the lives of the people we serve, treating all people with dignity and respect, and recognising the value of each individual. This means an ongoing commitment to ensuring that our services meet the varied and individual needs of children and young people in our setting. We will make sure that our employment practices are fair and promote equality. We will actively value the wide variety of lifestyles and cultures, locally and nationally. We will prepare children and young people for living in a diverse society with increasing global connections and controversial issues.

We will ensure that the principles of this policy are reflected in all our policies, practices, procedures and services and are part of everything we do.

a) In accordance with the school values we pledge to:

- **Respect** the equal human rights of all our pupils
- Educate them in equality, through the understanding and importance of **collaboration** and **love** for one another
- **Respect** the equal rights of our staff and other members of the school community
- Ensure that all staff and children have the right to be able to fulfil their **aspirations**
- Ensure that all staff and children feel safe in our environment and have the right to **enjoy** their school life
- Instil **courage** in the staff and children to stand up and be proud of who they are

b) We will review and assess our current setting practices and implement any necessary resulting actions in relation to the nine protected characteristics.

2. The Legal Framework

Under the **Equality Act 2010**, we see it as our duty to eliminate discrimination, advance equality of opportunity and foster good relations in relation to race, colour, nationality, ethnic or national origin, disability, age, religion or belief, sex or sexual orientation, pregnancy or maternity, gender identity and/or reassignment and marital or civil partner status.

3. Guiding Principles

At Leasowes Extra, we fully endorse and accept the following principles:

- **All learners are of equal value**
  All learners and potential learners are of equal value and benefit equally from the settings policies, practices and programmes, whatever their ability, background, gender or cultural identity.

- **Relevant differences are recognised**
  Treating people equally can mean treating them differently. Policies, practices and programmes do not discriminate, but may be differentiated to take account of differences of life experience, outlook and background, and in the kinds of barrier and disadvantage which people may face.
- **We foster positive attitudes, relationships and a shared sense of belonging**
  Policies and programmes promote positive attitudes and interaction, mutual respect and good relations, an absence of harassment or prejudice-related bullying between people of different ability, background, gender or cultural identity.
- **Staff recruitment, retention and development**
  Policies and procedures benefit all employees and potential employees in recruitment, professional development and promotion. Steps are taken to positively promote equality, especially where there is evidence of inequality.
- **Current inequalities and barriers are addressed and reduced**
  In addition to avoiding or minimising possible negative impacts of policies and programmes, we take opportunities to maximise positive impacts by addressing, reducing and removing inequalities and barriers that already exist between people of different ability, background, gender or cultural identity.
- **Policy development involves widespread consultation and involvement**
  People affected by a policy or programme are consulted and involved in the design of new policies, and in the review of existing ones. Such consultation is both direct and through representative organisations, and is based on principles of transparency and accountability. It involves those who in the past have been excluded or disadvantaged, and who continue to face barriers.
- **Society as a whole benefit**
  Policies and programmes benefit society as a whole, locally, nationally and internationally, by fostering greater cohesion and greater participation in public life of people of different ability, background, gender or cultural identity.

4. Role and Responsibilities

The Trustees are responsible for:

- review policy and practice in this area
- making sure the setting complies with relevant equality legislation
- making sure all staff know their responsibilities and receive training and support in carrying these out; and enabling reasonable adjustments to be made

All staff are responsible for:

- promoting equality in their work
- avoiding unlawful discrimination against anyone
- fostering good relations between groups
- being able to recognise and tackle bias and stereotyping

5. Addressing Prejudice and Prejudice-related Bullying

Leasowes Extra is opposed to all forms of prejudice which stand in the way of us fulfilling our legal duties. We take seriously our obligation to report on the numbers, types and seriousness of prejudice-related incidents at our setting and how they are dealt with in relation to:

- Prejudices around disability and special educational needs
- Prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum.
- Prejudices reflecting sexism and homophobia

6. Religious Observance

We respect the religious beliefs and practice of all staff, children and parents, and comply with reasonable requests relating to religious observance and practice.

7. Staff Development

All staff are given help and guidance where ever this is needed and equal opportunity to take part in training and have access to courses appropriate to their professional development and responsibilities as well as statutory requirements.

8. Fostering Good Relations

Leasowes Extra aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum and the activities that we deliver.
- Working with our local community. This includes inviting leaders of local faith groups to deliver stories to the children, and organising visits and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the setting.
- Visual displays in and around the setting support our settings diversity.

9. Monitoring and Evaluation

In order to improve equality at Leasowes Extra, information is gathered from the staff and from pupil and parent surveys. This information is then analysed and used to:

- Promote equality of opportunity for members of identified groups
- Eliminate unlawful direct and indirect discrimination, harassment and victimisation
- Foster good relations between different groups

Our Equality objectives will be reviewed and renewed annually and our policy will be reviewed in a three-year cycle.