



Little Hayes and Speedwell Nursery School Federation

Including Earlybirds@Kingfisher

Public Sector Equality Duty

The Equality Act of 2010 covers nine protected characteristics making it unlawful to discriminate on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

As a public body, Little Hayes and Speedwell Nursery Federation is required to comply with the general duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

WE will do this by:

- Ensuring that through all our aims and values, policies and procedures we have considered the effects on different groups of people
- Continuing professional development for staff to ensure that all are aware and comply with the public sector equality duty
- Ensuring our recruitment procedures protect the nine characteristics to ensure equality of opportunity for all groups
- Ensuring that our induction procedures for staff, children and families include a focus and commitment to the three areas of the general duty
- Collecting and analysing data about users of the setting including gender, ethnicity, disability/SEN, speakers of English as an additional language and developing services that respond to individual needs

To ensure our continued compliance with the Equality Public duty act we have set the following equality objectives:

Equality Objectives for Little Hayes & Speedwell Nursery Federation March 2018 - March 2021

- To continue to increase understanding and respect between different groups within our community
- To continue to prevent cultural and language barriers that reduce the participation and voices of individuals who speak English as an additional language

- To continue to ensure that children who speak English as an additional language reach age related expectations by the time they move on to school
- To continue to ensure that children with SEND have access to all the funding available (funding from the LA Early Years Panel, Disability Access Fund) so that the settings are enabled to meet SEND needs effectively.

Reviewed March 2015

Reviewed and amended 28th February 2018

Reviewed September 2021