



Parklands Nursery School and Playgroup

Equality of provision and opportunity

Equality duty; 3 Aims of the general duty:

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.**
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not**
3. **Foster good relations between those who share a protected characteristic and those who do not**

Specific duties:

1. Publish equality information annually
2. Prepare and publish equality objectives at least every 4 years.

The 9 protected characteristics are:

- Age (as an employer)
- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity and Paternity
- Religion or belief
- Sexual orientation
- Marriage or civil partnership or co-habiting

At Parklands Nursery School and Playgroup we work together to create an atmosphere where all children and families feel welcome, included and valued. Children and their families are treated as individuals and we strive to meet their individual needs. We are committed to working with parents and other agencies to provide each child with the best start in life.

As part of our provision in the Nursery School and Playgroup we encourage children and parents to value and respect each other. We do this through our own behaviours, by valuing and respecting the children and families that use our provision and those in our area.

We actively promote and value diversity and differences, enhancing our provision through knowledge and information gained from the children and families that use our Nursery School and Playgroup.

We have adopted the LA "Equality in Employment Policy"

Information about how the SEND code of practice is put into practise is in our policy. The SENCo is Sarah Brooking.

We have a complaints procedure in place for staff and parents.

We continually include children and parents in planning our provision.

We have a policy for complaints, equal opportunities, racial equality. These are all part of induction for new staff.