

## Lincolnshire Maintained Nursery Schools (LMNSF) Public Sector Equality Duty (PSED)

### 1. Introduction

LMNSF is committed to promoting equality, diversity, and inclusion. We believe that every child, parent, carer, and staff member should be treated with respect and dignity, and that everyone should be given the opportunity to achieve their full potential. Our Public Sector Equality Duty (PSED) outlines our commitment to meeting the requirements of the Equality Act 2010 and sets out how we will promote equality and eliminate discrimination in all aspects of our work.

In carrying out their duties, schools are to have “due regard” to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not share it.
- Fostering good relations across all characteristics and between people who share a protected characteristic and those who do not share it.

“Due regard” means that leaders in school must be aware of the duty when making decisions and must assess whether those decisions will affect people with “protected characteristics”. School leaders should consider equality implications when writing policies and the duty must be integrated into the carrying out of all the school’s functions.

LMNSF is committed to tackling discrimination and unfairness. It also recognises that other factors affect equality of opportunity, including financial income, housing, family structure, immigration status etc.

The Executive Headteacher and Governing Body will continually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010.

### 2. Legal Framework

Our Public Sector Equality Duty is underpinned by the following UK laws:

**Equality Act 2010:** This act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. It consolidates previous anti-discrimination laws into a single act, making it easier to understand and apply.

**The Public Sector Equality Duty (Section 149 of the Equality Act 2010):** This duty requires public bodies, including schools, to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

### **3. To fulfil our Public Sector Equality Duty, we will:**

implement and regularly review our policies and procedures to ensure they are effective in preventing discrimination, harassment, and victimisation.

Provide training for all staff on equality, diversity, and inclusion to ensure they understand their responsibilities.

Establish a clear reporting and response system for incidents of discrimination or harassment.

Provide targeted support and resources to children and families who may face barriers to learning and participation.

Agree flexible working practices where possible and provide support for staff to balance work and personal commitments, ensuring equal opportunities for career development.

Celebrate diversity through our curriculum and school activities, ensuring all children learn about and respect different cultures, religions, and backgrounds.

Encourage positive relationships and understanding between children, staff, parents, and the wider community through collaborative projects and events.

Engage with parents, carers, and the community to gather feedback and ensure their views are considered in decision-making processes.

### **4. Roles and Responsibilities**

*Leadership and Governance:* Ensure that our leadership team and governing body are fully committed to promoting equality and that they regularly review our progress towards our equality objectives.

*Policies and Procedures:* Develop and maintain policies and procedures that reflect our commitment to equality, diversity, and inclusion, and ensure these are communicated effectively to all stakeholders.

*Training and Development:* Provide ongoing training and development opportunities for all staff to ensure they understand their roles and responsibilities in promoting equality.

*Monitoring and Evaluation:* Regularly monitor and evaluate our policies, practices, and outcomes to ensure they are effective and make necessary adjustments based on feedback and analysis.

*Engagement and Consultation:* Actively engage with children, parents, carers, staff, and the wider community to gather feedback and ensure their perspectives inform our practices and policies.

*Governors:* Ensure that the school complies with its legal obligations under the Equality Act 2010 and that the PSED is effectively implemented and reviewed.

*Executive Headteacher and Senior Leadership Team:* Provide leadership on equality, ensure policies and procedures are in place, and monitor progress towards our equality objectives.

*All Staff:* Promote equality and inclusion in their everyday practice, challenge discrimination, and participate in training and development activities.

*Parents, Carers, and Community Members:* Support the school in its efforts to promote equality and provide feedback to help us improve our practices.

## **5. Our Equality Objectives**

To fulfil our Public Sector Equality Duty, we have established the following equality objectives:

### **Gainsborough Nursery School:**

#### *Objective*

To ensure all staff routinely challenge stereotypical behaviours to prevent sexism and sexual harassment in our school and ensure that the curriculum celebrates the diversity not only in our community but across the UK.

#### *Why we have chosen this objective*

Gainsborough is a predominantly white, British town. We aim to increase our pupils' understanding of diversity, ensuring that children from all background are represented.

#### *To achieve this objective, we plan to:*

- Staff training on unintentional bias and stereotyping
- Ensure staff use language carefully and discuss with children any emerging stereotypical behaviours such as children saying pink is a girl's colour or boys can't play with the dolls.
- Review books and resources to ensure they represent diversity and equality
- Ensuring that all policies and procedures reflect current legislation and best practice

### **Wyndham Park Nursery School**

#### *Objective*

To ensuring that all children arriving in the Nursery with little or no spoken English are supported to make rapid progress in Communication and Language, therefore enabling them to access the curriculum and achieve at least expected age related development in all areas of learning.

#### *Why we have chosen this objective*

We have an increasing number of children for whom English is not their home language. We also have an increasing number of children who arrive at Nursery and are non-verbal.

*To achieve this objective, we plan to:*

- Promote the use of visuals to support children to make choices and communicate their needs
- Introduce Makaton signs for staff and children to support communication
- Where possible ensure we have stories and books available in home languages
- Ensure high quality Communication and language is taught and modelled as a priority