



Equality Information and Objectives

The Birmingham Federation of Maintained Nursery Schools follow the policies and procedures from Birmingham City Council and Birmingham Safeguarding Children Board (BSCB) which includes the Government's Prevent Strategy.

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1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and Responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Executive Headteacher/ Senior Leaders will:

Promote knowledge and understanding of the equality objectives amongst staff and pupils

Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating Discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training on a regular basis (at the least every 2 years)

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the schools aim to advance equality of opportunity by:

Removing or minimising disadvantages experienced by people which are connected to a particular characteristic they have e.g. pupils/ staff with disabilities.

Taking steps to meet the particular needs of people who have a particular characteristic e.g. unused rooms available for prayer.

Having a broad based, creative curriculum and environment that is accessible to all.

In fulfilling this aspect of the duty, the school will:

Monitor and moderate data across the cluster. This will involve looking at different groupings e.g. children with SEND, English as an Additional Language etc.

Analyse the data-looking at the strengths and areas for improvement. Implement actions to address the gaps moving forward.

6. Fostering Good Relations

The schools aim to foster good relations between those who share a protected characteristic and those who do not share it by:

Following the Early Years Foundation Stage Curriculum.

Working towards and achieving Rights Respecting Schools Status.

Treat others as you would wish to be treated yourself.

Being a resource for the community and the community being a resource for the schools.

7. Equality Considerations in Decision Making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. e.g. Is this accessible to pupils with a disability?

8. Equality Objectives

Objective 1: Key Staff in Each School to Undertake Unconscious Bias Training.

Why we have chosen this objective: To have a better understanding of bias and how it can help to address issues of inclusion and inequality, understand how bias is reproduced and maintained and know how to apply strategies which can help them and others to de-bias.

To achieve this objective, we plan to: release key staff to undertake the training.

Progress we are making towards this objective: This will be reviewed in July 2026.

Objective 2: Ensure that Individual Identity is Celebrated Within Each School

Why we have chosen this objective: For decades Nursery Schools have provided a bespoke service to their unique communities and treated each child as special and unique. We seek to ensure this remains the case within our federated model.

To achieve this objective, we plan to: Continue to work with teams to establish, publish and celebrate the unique value and status of each child and the schools themselves within their local community.

Progress. This will be reviewed in July 2026

Objective 3: Work towards achieving the GOLD Rights Respecting Schools Award (ACNS) and retaining the GOLD award (SFNS).

Why we have chosen this objective: This gives a strong framework on which to build/reinforce a robust equality driven community.

To achieve this objective, we plan to: More deeply embed the Rights Respecting culture into all aspects of school life. We are targeting the next stage of the RRSA awards journey by the end of the academic year in each school - Silver to Gold (ACNS), Retaining Gold (SFNS).

Progress we are making towards this objective: This will be reviewed in July 2026.

9. Monitoring Arrangements

The Executive Headteacher will update the equality information we publish, described in sections 4-7 above, at least every year or delegate this to another member of the senior leadership team.

This document will be reviewed by the Scrutiny Committee at least every 4 years.

This document will be approved by the Governing Board.

10. Links with Other Policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Code of Conduct (Staff)
- Safeguarding and Child Protection Policy

Date Policy Approved:

Local Committee: 9.6.2025

Full Governing Board: 7.07.2025

Date to be reviewed: Summer Term 2027

Signed: _____

Sally Andrews
Chair of Local Committee

Signed: _____

Sean Delaney
Chair of Governors

Signed: _____

David Aldworth
Executive Head Teacher