

The Early Years Nursery School Alliance (Helen Gibson and Clervaux Nursery Schools and Kids Clubs)

Equality Action Plan

Equality Strand	Actions that need to be taken	Who by	How	Impact will be
All	Publish and promote our Equality Policy through the school website, staff meetings and parent meetings	EHT Chair of Gov	Ask parents how aware they are of Equality and Diversity policy Include in surveys Discuss during parent meetings and workshops	Staff, Parents and all other stakeholders are aware of our Equality plan
All	Analyse checkpoints for all children by race, gender and SEND and act upon any trends or patterns that require additional support or staff training	EHT Teachers SENCO Key workers NTDL	Analyse checkpoints and feedback to staff and Governors. Act upon any support and through additional training, adapting the environment etc.	Analyse will show gaps narrowing throughout the year
All	Ensure that our progressive curriculum promotes role models that young children can identify with, reflects on the diversity of our school in terms of race, gender and disability. Focus on celebrations, visitors and uniqueness days (including sharing week).	EHT Teachers SENCO Keyworkers NTDL	Continue develop the curriculum to ensure participation in activities to promote diversity e.g. sharing week, gender fluid roles and sports.	Increase in children's knowledge and aspirations.
All	Ensure displays in the nursery promote diversity in terms of gender, race and ethnicity.	EHT Senco NTDL Teachers Key workers	Continue to ensure that our environments celebrates diversity.	Wider diversity displayed throughout the nursery

All	Ensure books and reading materials promote diversity in terms of gender, race and ethnicity.	EHT Senco NTDL Teachers Key workers	Continue to ensure there is a rich breadth of reading materials for children to explore that develop children's understanding of diversity.	Wider range of books which are progressive throughout the year and understood by the children
All	Ensure resources promote diversity e.g. small world equipment, dolls, role play and dressing up clothes	EHT Senco NTDL Teachers Key workers	Continue to ensure there is a rich breadth of equipment and resources for children to explore that develop children's understanding of diversity.	Children will naturally play and explore a wide range of diverse resources.
All	Ensure all children are given the opportunity to make a positive contribution to life in school e.g. fund raising, making choices that impact the school and their daily lives	EHT Senco NTDL Teachers Key workers	Ensuring children are given choices to plan, where to play, choice of books etc. Voting to ensure the children understand democracy. Children voice questionnaires which then bring changes depending on their answers.	Children have a greater understanding of British values and how they can have an impact on day to day life in modern Britain. They understand that what they do and say can affect change.
Race Equality	Race equality is referred to in our Equality and Diversity policy.	EHT Chair of Govs	Policies are up to date, relevant and ratified by the Governors. All staff are made aware of the policies and show a sound understanding of them.	All stakeholders show commitment to ensuring equality.
Race Equality	All staff trained to meet the needs of children and families from diverse backgrounds, including those with EAL and those from Asylum seeking backgrounds.	EHT NTDL	Training to be given to support children and families.	The gap will be narrowed and children will be empowered to access all areas of the curriculum.

Race Equality	Families from diverse backgrounds are aware of the importance of attending nursery.	EHT NTDL Teachers Key workers	Attendance monitored and feedback to staff and Governors. Eyes on the Child policy will be followed and low attendance acted upon.	Attendance will increase for all children
Race Equality	All communities feel valued in our Nursery.	EHT Senco NTDL Teachers Key workers	Nursery events involve all communities. Visitors from communities are invited into nursery.	All communities have the opportunity to be involved in children's education.
Gender Equality	Monitor relationships between boys and girls and develop strategies to challenge where appropriate.	EHT Senco Teachers Key workers NTDL	Discussions in reflection times and staff meetings	Relationships develop in a positive manner between boys and girls.
Gender Equality	Reflect positive gender role models in the nursery	EHT Senco NTDL Teachers Key workers	Ensure positive role models are included in small and large group times, the books we use, the visitors we have and the celebrations that take place.	Children are aware of positive role models for all.
Disability Equality	Follow the Local Authorities equal opportunities policy when recruiting	EHT Chair of Gov	Monitoring of applications to see if it is effective	More applications from disabled candidates
Disability Equality	Promote nursery activities in a formats that can be used by all Ensure inclusion of all children and families in events, meetings etc	EHT Chair of Gov Senco NTDL	Ensure that all families and children have access to celebrations, meetings and yearly calendar events e.g. interpreters in parents meetings and celebrations (Hearing impaired)	All families and children will feel included

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