

PARKLANDS INFANT AND NURSERY SCHOOL



EQUALITY AND DIVERSITY POLICY

Approved by the Governing Body of Parklands Infant and Nursery School

Date: Tuesday 24th March 2026 (Review Feb 2028)

Signed: _____

Mrs S Evitts Chair of Governors



Parklands Infant and Nursery School aims to be recognised as a school which lies at the heart of the local community. All staff and governors work towards ensuring school is a safe, supportive, caring, inclusive and stimulating environment in which to learn and grow. Our mission, vision and values highlight how staff, governors and pupils work collectively to achieve this aim.

Our Mission Statement

To begin a life-long love of learning, respect for diversity and the confidence to achieve within a caring and safe environment, through enjoyable and enriching experiences

Our Vision

At Parklands our aim is for all of our children to flourish as young learners and grow as confident individuals in a safe, secure learning environment. We believe that teaching should be matched to the needs of the learner. It is our aim that each child will develop physically, intellectually, emotionally, aesthetically, socially and spiritually, reaching their full potential. As a school we strive to ensure the best possible development of every child's emotional health and wellbeing.

We are living in a rapidly changing, technological world with a global economy and shifting work patterns. Multi-cultural societies and evolving family structures are placing increasingly more complex demands on us all. We must provide an education that will enable every child to utilise a variety of skills and intelligences in order to meet these challenges with determination and confidence. We want our learners to grow as individuals and recognise the contribution they can make to society. We want our learners to take increasing responsibility for their own learning, make informed choices and solve problems. We are a school committed to promoting equality of opportunity and valuing diversity. We promote the fundamental British values of democracy, rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

At Parklands Infant and Nursery School, staff, governors and parents/carers work together to provide the best possible start to every child's school career and to lay firm foundations for all future learning. We want the best start for our learners and aim to foster and develop a love of learning and thirst for knowledge and to fuel their aspirations. We want our learners to understand the importance of learning and the opportunities this will bring. We aim to work as a partnership and link with the local and wider community to bring a 'real life' purpose to learning and to enable our learners to begin to understand their role in society and what they have to offer. We want to present our learners with experiences to equip them with the cultural capital they will need to succeed.

Our aim is to create an inclusive community which provides the opportunity for each child to:

1. develop a love of learning with a lively, enquiring, independent mind

2. acquire necessary skills, knowledge and understanding to be successful in a changing world
3. develop self-respect, self-confidence and self-discipline to co-operate with others
4. develop tolerance, empathy, consideration and respect for others
5. develop an understanding and reasoned set of personal attitudes, values and beliefs about themselves and the world around them
6. show respect for the natural environment whilst embracing new technologies

Learning is a life- long process and it is our responsibility as adults to model effective learning. This vision statement therefore applies to every single valued individual who has a role to play at our school. It is our belief that all of the pupils at Parklands Infant and Nursery School should be

Safe, Kind, Polite, Positive, Important, Respectful

Our Parklands Person ethos, along with the fundamental British values are promoted through spiritual, moral, social and cultural elements of school life and opportunities, assemblies, the curriculum, displays and praise.

Our children know what makes a Parklands Person and that this is what we strive for.

Equality Statement

At Parklands Infant and Nursery School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers connected to the school, irrespective of race, gender, disability, faith or religion or socio-economic background. All adults work consistently to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. Staff tackle discrimination by promoting equality for all as well as challenging bullying and stereotypes. At Parklands Infant and Nursery School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach, and visit here.

Legal Duties

At Parklands Infant and Nursery School we welcome our duties under the Equality Act 2010.

The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

Protected characteristics make up the part of a person's identity that makes them who they are. Such characteristics are protected from discrimination. Everyone in Britain is protected from unlawful behaviour by the Act. The protected characteristics are:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

We acknowledge that these duties reflect international human rights standards such as the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

To meet our general duties, the law requires us to:

- Publish Equality Information (without identifying any individual)
- Prepare and publish equality objectives, reviewed annually
- Consult stakeholders when developing and reviewing equality objectives

To do this effectively, we will collect data relating to the protected characteristics and analyse it to determine our equality priorities. We will assess data across our core school functions and review information relating to our local community, including hate crime data and demographic statistics.

In school, we will pay close attention to:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice-related incidents
- Curriculum
- Complaints/compliments

Our objectives will detail how equality is applied to these areas. Where evidence shows other functions significantly impact a group, we will include them too.

We recognise that our work on equality is central to promoting fundamental British values, especially respect, tolerance and the rule of law. Our curriculum will prepare pupils for life in modern Britain.

We will address all forms of prejudice and discrimination, including derogatory and discriminatory language, through our statutory RSE/PSHE, and through our wider curriculum, resources, displays and assessments.

We will analyse outcomes, review findings, and respond to areas of concern. We will:

- Recognise and respect diversity
- Create positive attitudes and relationships
- Follow good equality practice in recruitment and development
- Identify, reduce, and remove inequalities and barriers
- Review our progress regularly

Preventing and Addressing Prejudice-Related Incidents

Prejudice-related incidents often involve derogatory or discriminatory language or behaviour, including racism, homophobia, biphobia, transphobia, and disablism. These may be directed at individuals or groups based on characteristics or perceived characteristics.

At Parklands Infant and Nursery School, we promote open discussion about differences, challenge prejudice, and celebrate diversity. We oppose all forms of prejudice and recognise that children impacted by prejudice-related incidents may fare less well in education.

We recognise prejudice-based bullying as a form of child-on-child abuse and a safeguarding concern (*Keeping Children Safe in Education*).

We work proactively with families and agencies to prevent incidents and create a community where everyone feels welcome, accepted and safe.

We will ensure:

- an inclusive curriculum representing diverse identities
- stereotypes are challenged
- classrooms are identity-safe
- incidents are addressed immediately
- support is provided to affected pupils
- investigations are thorough
- sanctions and educational measures address harmful behaviour

All adults must follow the school's Code of Conduct. Allegations involving staff will be handled under staff conduct procedures.

Parents/Carers

We acknowledge that parents/carers hearing their child has been affected by or involved in a prejudice-related incident can be difficult. We ask parents/carers to report concerns directly to school rather than discussing them with others in person or online.

Steps for investigation:

- Contact the child's class teacher (in person, phone, or email).
- The teacher will make an initial record and may schedule a detailed meeting.
- The information will be reported to the headteacher, who will support the investigation.

Roles and Responsibilities

Governors: engage the community, support equality objectives, monitor progress and ensure accurate data sharing.

Headteacher and SLT: promote key messages, ensure staff training, and ensure staff record and respond to prejudice-related incidents.

Teaching staff: deliver inclusive outcomes, uphold commitments to pupils and parents/carers, design an inclusive curriculum, and report incidents immediately.

Pupils and parents: support school objectives, and act with tolerance and respect toward all members of the school community.

This policy and relevant links will be shared on the school website.

Policy to be reviewed every two years or more regularly as required.

