

Bloomsbury Nursery School
Equalities Plan
2022-23



At Bloomsbury Nursery each child and their family are valued as unique. We believe that early education and the core purpose of the Nursery School is largely about hope and justice; promoting equality of opportunity, creating an equitable society and transforming lives.

In 2022-23, we will continue our aim to work together to ensure that everyone feels welcomed, safe respected, included and valued by:

1	<p>Promoting the UN Convention on the Rights of the Child (UNCRC) which are at the heart of our core values, together with the British values of:</p> <ul style="list-style-type: none"> • Democracy • The rule of law • Individual liberty • Mutual respect • Tolerance of those of different faiths and beliefs 	<ul style="list-style-type: none"> • Staff reflection session to consider our Nursery Schools values and ethos and how we can work together to welcome everyone • Include this revision on our school development plan and Curriculum Intention document • Share with families through our newsletter and website • Revisit our nursery school Code of Conduct
	<p>Promote children's right to be strong, resilient and listened so they develop a positive self-image, which includes their heritage arising from their colour and ethnicity, their languages spoken at home, their religious beliefs, cultural traditions and home background.</p>	<ul style="list-style-type: none"> • Creating a listening environment in our nursery school that encourages everyone to listen to children • Ensuring high quality interactions that really focus on capturing the voice of the child, through verbal and non-verbal interactions • Ensure that images and resources reflect the rich diversity of our School community.
2	<p>Continuing to promote and celebrate our rich diversity, learning with and from our school community</p>	<ul style="list-style-type: none"> • All children, and all families, will feel welcome, represented and included. • Meaningful celebrations will be included in our calendar of celebrations, whereby we can learn together with our school community
3	<p>Continue to raise children's achievement, particularly those for whom English is an Additional language, in the Prime Areas of Learning.</p>	<ul style="list-style-type: none"> • Children, for whom English is an Additional language to be recognised, assessed and supported appropriately. • All staff to be trained to use Makaton sign language to enhance communication and language development. • Use WellComm to assess all children's starting points
4	<p>Protect children from harm, through raising parental and community awareness of FGM, Domestic Abuse, Prevent, Fabricated & Induced Illness, Modern Slavery & child Abuse linked to Faith or Belief</p>	<ul style="list-style-type: none"> • Training for staff and parents to increase understanding • Annual Safeguarding training • Half termly twilight sessions delivered to all staff to ensure an up to date knowledge of Safeguarding
5	<p>Fostering good relations between people who share a protected characteristic and people who do not share it.</p>	<ul style="list-style-type: none"> • Continue to ensure that positive relations are at the heart of all we do. • Continue to raise awareness of the Equality Act 2010 which established nine 'protected characteristics*': age, disability, ethnicity, gender, gender identity, marriage and civil partnership, pregnancy and maternity, religion and belief and sexual identity. • Develop staff and community awareness of protected characteristics.

Helpful information

The Equality Act 2010 established nine '**protected characteristics**' which are: age, disability, ethnicity, gender, gender identity, marriage and civil partnership, pregnancy and maternity, religion and belief and sexual identity.

For further information about these please see:

The Equality Act 2010 and Schools document and additional information: www.GOV.UK

UN Convention on the Rights of the Child: www.unicef.org.uk

LGBT network in Birmingham: www.blgbt.org

Rosa is a charitable fund set up to support initiatives that benefit women and girls in the UK, it includes information about FGM: www.rosauk.org

Bullying and Cyber Bullying: www.nspcc.org.uk

www.muslimcommunityhelpline.org.uk

www.refugeecouncil.org.uk

Domestic violence information:

www.womensaid.org.uk

Chinese Information and Advice Centre: www.ciac.co.uk

www.southallblacksistes.org.uk

If you have a link that you feel we should add to this plan, please contact us.