



Equality Information and Objectives Statement

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity for all members of our Federation's community;
- foster good relations between all members of our Federation's community.

At Cookham, Maidenhead and The Lawns Nursery School Federation we:

- try to ensure that everyone is treated fairly and respectfully;
- want to make sure that our schools are a safe and secure place for everyone;
- recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.

We aim to make sure that no one experiences less favourable treatment or discrimination because of:

- Their age;
- A disability;
- Their ethnicity, colour or national origin;
- Their gender;
- Their gender identity (they have reassigned or plan to reassign their gender);
- Their marital or civil partnership status;
- Their being pregnant or having recently had a baby;
- Their religion or belief;
- Their sexual identity and orientation.

We embrace our duties to:

- promote community cohesion (under the Education and Inspections Act 2006);
- eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010).

To fulfil our aim of providing all children with the opportunity to succeed and reach the highest level of personal achievement, we will:

- use observation and assessment to identify the next steps in learning for individual children;
- monitor summative assessment data to improve our provision for groups of children;
- monitor achievement data by ethnicity, gender and disability, and action any gaps;



Cookham, Maidenhead and The Lawns
Nursery School Federation



- take account of the achievement of all children when planning for future learning and setting challenging targets;
- ensure equality of access for all children and prepare them for life in a diverse society;
- use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping;
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice and promote the 4 E's of anti-racist in our settings:
 - **Embrace** all children's racial, cultural and religious backgrounds.
 - **Embed** a culture of belonging and value amongst practitioners and children.
 - **Ensure** that practice is culturally sensitive and that the child is positioned as the expert of their own identity.
 - **Extend** learning opportunities for the child by showing interest, expanding conversations and using diverse resources.
- provide opportunities for all children to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education.

Equality Objectives June 2022

The Cookham, Maidenhead and The Lawns Nursery School Federation Equality Objectives for the period September 2022 to August 2025 are:

1. To monitor the attainment of groups of ethnic minority children, according to the changing diversity of each Nursery School, comparing on track/not on track levels of attainment to all children. Groups to be compared to all children to include BME (Black, Minority, Ethnic children) as a whole, Eastern European, Pakistani Boys, and children who have English as an additional language. By July 2023 there will be no significant difference in attainment in any areas of the curriculum.
2. To monitor the attainment of all vulnerable children, including those children eligible for Early Years Pupil Premium and previously 2-year-old funding, comparing attainment to all children. By July 2023 there will be no significant difference in percentages of children on track/not on track across the curriculum.
3. To monitor the attendance of all children, identifying those with a low attendance. We will set specific targets for attendance with individual families and aim for attendance to increase by 5% during their time at the named school.



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Nursery School Federation



Approved by: Teaching and Learning Committee

Signed by Chair of Governors:

Date: 12th June 2023

Review Date: June 2024