

Exeter Nursery Schools Federation

Equalities Statement

West Exe Nursery School and Chestnut Nursery School will treat everybody fairly in accordance with each person's diverse needs.

Equal Opportunities Policy

Equality of opportunity is something that we need to strive for constantly. We recognise that, in our society, groups and individuals continue to be discriminated against. We acknowledge our responsibility, as an employer and provider of services to the community, to promote equality and combat unfair treatment and unlawful discrimination and good relations between everyone.

We are committed to openness and fairness in our service to the public and our dealings with each other. Each individual is entitled to dignity and respect. Care for our clients must go hand in hand with care for our employees.

Our Aims

As an employer we will:

- Be fair and reasonable and take all necessary steps to ensure that applicants are selected, promoted and treated solely on the basis of their relevant merits and abilities. This includes ensuring a positive climate in the workplace where individual differences are respected and valued, employees work productively with one another, are given every opportunity to fulfil their personal and professional potential, and balance the needs of their families, consistent with service needs.
- Provide training and support to ensure that these responsibilities are fully understood.
- Invoke the disciplinary procedure against staff that breach this policy.
- Comply with all relevant legislation in the field of equal opportunities and aim to match best practice.
 - Recruit and value a workforce that reflects the make-up of the community.
 - Support groups currently under-represented within the workforce.
 - Make clear the action an employee may take if he/she feels unfairly treated.
 - Provide all employees with a working environment which is free from harassment and victimisation.

As a provider of education we will:

- Continuously ensure that we are accessible and treat everyone fairly in our community.
- Integrate equality considerations into everything we do, through the development of our action plan.
- Ensure that our complaints procedure is accessible to all service users, and that complaints about unfairness and discrimination are treated in a way that does not promote fear of victimisation and/or recrimination.
- Monitor the effectiveness of our services in promoting equality of opportunity and address any particular obstacles or difficulties identified.
- We will not tolerate the use of inappropriate or offensive language or behaviour to staff or service users.

As a purchaser of goods and services we will:

- Communicate our Equality Policy to contractors delivering services on our behalf, and include equality factors in the awarding and monitoring of contracts.

Members of the Senior Leadership Team and Governors:

- Will take positive measures to address inequality and promote equality for all.
- Have responsibility for implementing, monitoring and actively promoting this policy.
- Must ensure that those they manage are fully aware of this policy and their responsibilities in relation to the policy and ensure that it is brought to the attention of all new staff who join the School as part of the staff induction process.
- Will treat their staff fairly and with respect and take action to help staff achieve their full potential.
- Will investigate all incidents of direct and indirect discrimination and victimisation and will ensure that appropriate action is taken in line with the outcome of the investigation.

Employees:

Every employee plays an integral part in making this policy effective and must seek to put it into practice in all aspects of their work. If they see unfair discrimination occurring, they have a duty to report it to the Head so that appropriate action can be taken to remedy the situation.

The following actions by an employee would be unlawful:

- Discrimination in the course of their employment against fellow employees or job applicants on racial, sex, sexual orientation, disability, religion, age or belief grounds, for example, in selection decisions for recruitment, promotion, transfer or training

- Victimising individuals who have made allegations or complaints of discrimination on the grounds of race, colour, ethnic or national origin, sexuality, gender, marital status, family commitments, hours worked, disability, religious beliefs, discrimination or provided information about such discrimination.

To assist in preventing discrimination of any of the above and promoting Equal Opportunities, individual employees should:

- Co-operate in measures introduced by management designed to ensure equal opportunities and non-discrimination.
- Draw the attention of management and, where appropriate, their trade unions, to suspected discriminatory acts or practices.
- Refrain from harassment or intimidation of other employees due to their race, colour, ethnic or national origin, sexuality, gender, marital status, family commitments, hours worked, disability, age, religious beliefs or political beliefs, social class or trade union activity grounds, for example, by attempting to discourage them from continuing employment.

Background Information:

Over recent years, Parliament has passed a number of important antidiscrimination and Equal Opportunity Acts. We aim to ensure that all our policies and practices are in line with relevant legislation and other good practice guides.

The key relevant Acts are:

- Race Relations Act 1976 & Race Relations Amendment Act 2000
- Sex Discrimination Act 1975 ▪ Rehabilitation of Offenders Act 1974
- Equal Pay Act 1970 ▪ The Disability Discrimination Act 1995
- Human Rights Act 1998
- The Protection from Harassment Act 1997
- Sex Discrimination (Gender Re-Assignment) Regulations 1999
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Employment Equality (Religion or Belief) Regulations 2003
- Sexual Orientation Regulations 2003
- Race Relations (Amendment) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Age Discrimination Act

Legislation defines two types of discrimination – **Direct** and **Indirect**.

Direct Discrimination:

This results from treating a person less favourably on the grounds of race, colour, ethnic or national origin, sexual orientation, gender (including Gender Reassignment), marital status, hours worked, disability, age, religious/beliefs.

Indirect Discrimination:

This arises where a condition or requirement, although applied equally to men, women and all ethnic groups, has the effect of excluding, penalising or treating less favourably any of these groups, and cannot be shown to be justifiable and will be to the detriment of those who cannot comply with it.

Victimisation:

This is where a person is treated less favourably than another because he/she brought proceedings, gave evidence or complained (under the terms of the Disability Discrimination Act, Race Relations or Sex Discrimination Acts, The Employment Equality (religion or belief) Regulations and Sexual Orientation Regulations) about the behaviour of someone who has been harassing or discriminating against them or others, or for supporting such actions by others.

Harassment:

Certain types of harassment are regarded as unfair discrimination and are covered by statute. Harassment and workplace bullying takes many forms, occurs on a variety of grounds and may be directed at one person or many people. Whatever the form, West Exe & Chestnut Nursery Schools will deal with complaints seriously and, when found, harassment will be treated as a disciplinary offence.

The Race Relations Amendment Act & Institutional Racism:

The Race Relations Amendment Act arose out of the findings of the McPherson Enquiry. McPherson defined the term "Institutional Racism" and the Race Relations Act puts a statutory duty on public authorities to take specified actions to eradicate institutional racism from its organisation and practices.

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Signed on behalf of the Governing Body

Renewed Date: September 2025

Next Renewal Date: September 2026