

Equality Objectives

At the Cambridge Nursery Federation we believe in the dignity of all children and their families, and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our school and community. Our aim is for all three nurseries to be safe, welcoming and inclusive environments for all children and their families. We will that celebrate diversity and provide experiences that reflect inclusion and acceptance, and protect against discrimination.

We welcome our duties under the Equality Act 2010 with its 9 protected characteristics of age, disability, ethnicity and race, gender, gender identity, marriage and civil partnership, pregnancy and maternity, religion and belief, sexual identity and orientation, and also the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity and foster good relations.

The following objectives relating to equalities have been set:

Planning and learning opportunities will close gaps in participation and involvement by:

- Balancing the indoor/outdoor curriculum
- Supporting Children with English as an additional Language (EAL) and Children with Special Educational Needs (SEN) to enable them to participate fully in the curriculum
- Ensuring that both boys and girls access all areas of the curriculum

All staff will have training in equality and diversity issues. This will form part of the induction process. All Governors are encouraged to undertake available equalities training.