



Learning Together, Success Forever

DEIB

(Diversity, Equality, Inclusion and Belonging)

‘No outsiders. Everyone is welcome here. No one is the same, but everyone is equal.’ Andrew Moffat

Our School Commitment

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 between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

Our aim is to:

Ensure that everyone is treated fairly and respectfully

- Make our school 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
- Ensuring that no-one experiences less favourable treatment or discrimination of

Age, disability, ethnicity, colour or national origin, gender identity (reassigned or plan to reassign), marital or civil partnership status, being pregnant or recently having had a baby, religion or belief, sexual identity and orientation.

- We recognise that some pupils need extra support to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially children, parent/carers and those of us who can be treated less favourably.

Ethos

Our school motto is ‘EDUCATION, EXPLORATION and ENJOYMENT’ and we aim to teach the values of friendship, cooperation, tolerance, resilience, positivity, pride, equality, respect, honesty, trust and responsibility.

Our duties are 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)
- We also recognise the importance of accelerating the progress of pupils from groups who are underachieving

At Manor Park Infant and Nursery School we strive to promote inclusion for all pupils, staff, parents and visitors. This includes all protected characteristics including race and ethnicity, disability, age, religion and belief. The following document shows how school fulfils the three key duties within the Equality Act.

“Books need to enable children to look through windows in order to see the realities of others and into mirrors in order to see their own reality reflected.” - Emily Style

At Manor Park Infant and Nursery School, we understand the importance of reading to enable children to develop empathy and experience opportunities to read books which reflect the diverse world in which they live. We carefully select high quality, inclusive and representative literature. These beautiful picture books allow our young readers to deepen and enrich their understanding of the diverse world in which they live and develop an understanding of their place in it.

British Values:

There is an expectation on all schools to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

The Government set out its definition of Fundamental British Values in the 2011 Prevent strategy, and those values were reiterated in 2014. The purpose of promoting British Values is to ensure that young people leave school prepared for life in modern Britain. At Manor Park Infant and Nursery School these values are reinforced regularly and in the following ways.

Democracy

Children are listened to and are taught to listen carefully to others. Children are taught to respect the right of individuals to have their voices and opinions heard. They are taught to discuss issues in a balanced and calm way.

Our School Council meet regularly and discuss issues raised in class or as a whole school. Each council member is voted for by their own class.

The rule of law

The importance of laws, whether they be those that govern the class, the school or the country are consistently reinforced at Manor Park Infant and Nursery School. Children are taught the value and the reason behind school rules and the laws to help them keep safe.

Individual liberty

At Manor Park Infant and Nursery School, children are actively encouraged to make the right choices, knowing they are in a safe and supportive environment. Children are expected to take responsibility for their own actions and to understand the consequences their actions might have. We educate and provide boundaries for children to enable them to make informed choices, through a safe and supportive environment. The understanding of rights and responsibilities are promoted through acts of collective worship, e safety, SEAL and PSHE/RSE.

Mutual Respect

Children learn that their behaviors have an effect on their own rights and those of others. All members of the school community treat each other with respect.

Tolerance of those of different faiths and beliefs

Manor Park Infant and Nursery School is situated in an area that is not greatly, culturally diverse. The school recognises its role in preparing children for life in modern Britain. We actively promote celebrations of different faiths and cultures. The religious education syllabus is the agreed Nottinghamshire syllabus. Through RE and Personal and Social Education we reinforce messages of tolerance and respect.

SCARF: Safety, Caring, Achievement, Resilience, Friendship

Social, emotional aspects of learning is a programme which allows children to engage in activities which will develop these aspects in all learning. This further supports our PSHE, RE and RSE curriculum.