



# Public Sector Equality Duty

## Our Equality Objectives 2022-2026

Approved by the Governing Board in September 2023

To be reviewed by the Governing Board in Autumn 2026 or earlier if required by legislation/guidance

The Equality Act 2010 requires all public bodies to publish equalities objectives every four years. This document identifies the equality objectives that we have chosen to focus on over the next few years, from 2022 to 2026, to improve equality, diversity and inclusion at Hillview Nursery School in the framework of the principles of the school's **Equality and Diversity Policy**.

We take our responsibilities very seriously, both as a provider of service to our local community in Harrow, and as an employer.

The **Public Sector Equality Duty** requires our school to publish information about Equality.

Our commitment is reflected in our mission statement:

to provide a safe, caring and learning environment

where our children, families and staff feel they belong

### **1. Advance Equality of Opportunity for our most vulnerable children**

- Robust systems for monitoring pupil progress in place and monitored regularly.
- To support and broaden opportunities for vulnerable families.

#### **Success criteria**

- All children meet their learning goals.
- Families feel welcome and ready for the next stage of their children's

### **2. Promote equal opportunities for our staff team**

- Increase diversity of our workforce and
- Enhance the level of skills and qualifications of staff with protected characteristics

#### **Success criteria**

- More staff from under-represented groups achieve leading positions and gain valuable qualifications