



Wandsworth Federation

of Maintained Nursery Schools

THE WANDSWORTH FEDERATION OF MAINTAINED NURSERY SCHOOLS

SOMERSET NURSERY SCHOOL, BALHAM NURSERY SCHOOL, EASTWOOD NURSERY SCHOOL,
EASTWOOD DAY NURSERY

EQUALITIES POLICY AND OBJECTIVES STATEMENT 2026

Signed (Chair of Governors)

Dated: 7th July 2026

Signed Headteacher

Dated: 7th July 2026

Review Date: July 2027

Introduction

The Wandsworth Federation of Maintained Nursery Schools is committed to promoting equality, diversity, inclusion and belonging for all children, families, staff, governors, students, volunteers and visitors.

Our Federation serves diverse communities across Wandsworth and recognises the unique strengths, experiences and identities that each individual brings. We believe that every child deserves the very best start in life and that equality of opportunity is fundamental to achieving this aim.

We are committed to creating nurturing, inclusive and ambitious learning environments where children feel safe, valued and respected, and where barriers to participation, learning and achievement are identified and removed.

Our commitment to equality is embedded within all aspects of Federation life, including our curriculum, environment, relationships, leadership and partnership with families.

Public Sector Equality Duty

The Equality Act 2010 requires all public bodies to publish Equality Information and Equality Objectives. The Wandsworth Federation of Maintained Nursery Schools welcomes its duties under the Equality Act 2010 to:

Eliminate discrimination

We actively challenge discrimination, harassment, victimisation and prejudice in all forms.

Advance equality of opportunity

We seek to remove barriers and provide support that enables all children and families to access opportunities and achieve success.

Foster good relations

We promote understanding, respect and positive relationships between individuals and groups from different backgrounds and experiences.

The Equality Act 2010 identifies the following protected characteristics:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership

Our Vision

Across our Federation we strive to ensure that:

- Every child feels safe, valued and included.
- Diversity is celebrated and reflected throughout our provision.
- Children develop positive attitudes towards themselves and others.
- Families feel welcomed, respected and involved.
- Barriers to participation are identified and removed.
- Equality, diversity and inclusion underpin all aspects of our practice.

We recognise that equality is not simply about treating everyone the same. Equity means recognising different starting points and providing the support individuals need to flourish.

Inclusion Statement

The Wandsworth Federation of Maintained Nursery Schools is committed to ensuring that children and families, staff, governors, students, volunteers and visitors do not experience discrimination.

We actively promote equality, celebrate diversity and foster a sense of belonging across our Federation community.

Everyone involved in our Federation will have access to opportunities regardless of:

- Race
- Ethnicity
- Culture
- Religion or belief
- Home language
- Disability
- Learning need
- Gender
- Gender identity
- Sexual orientation
- Family structure
- Socio-economic circumstances
- Age

Any incidents of discrimination, prejudice, harassment or victimisation will be challenged appropriately and dealt with in accordance with Federation procedures.

Equality Information 2025–2026

The Federation gathers and analyses information about children, families and staff to ensure equality of opportunity and identify areas where additional support may be required.

Information monitored may include:

Children

- Number of children on roll across the Federation
- Children with SEND
- Children with EHCPs
- Children eligible for Early Years Pupil Premium
- Children eligible for Two-Year Funding
- Children with English as an Additional Language
- Languages spoken across the Federation
- Ethnic background
- Attendance
- Progress and attainment information
- Looked After and Previously Looked After Children

Families

- Languages spoken at home
- Family composition
- Additional support needs
- Engagement with nursery provision

Staff

- Recruitment and retention

- Professional development opportunities
- Equality, Diversity and Inclusion training

This information is reviewed regularly by leaders and governors to ensure that no group experiences disadvantage and that resources and support are targeted effectively.

Equality Objectives 2025–2029

The Wandsworth Federation of Maintained Nursery Schools is committed to promoting equality, diversity, inclusion and belonging across all our settings.

Our Equality Objectives for 2025–2029 reflect our commitment to ensuring that every child and family feels valued, represented and able to achieve their full potential, regardless of background, identity, language, ability or circumstance.

Objective 1

To ensure all children and families feel safe, welcomed, represented and included within the Federation.

We will do this by:

- Reflecting the diversity of our communities within resources, displays, books and learning environments.
- Developing strong partnerships with families and valuing their knowledge, experiences and cultures.
- Providing opportunities for children and families to see themselves positively represented throughout the curriculum.
- Seeking regular feedback from families regarding inclusion, belonging and accessibility.

Success Criteria:

- Parent and carer surveys demonstrate that families feel welcomed, respected and included.
- Learning environments reflect the diversity of the Federation community.
- Children demonstrate a strong sense of belonging and wellbeing within their nursery setting.

Objective 2

To reduce gaps in participation, progress and attainment between groups of children.

We will do this by:

- Monitoring children's progress and attainment termly.
- Analysing outcomes for children with SEND, children with English as an Additional Language, children eligible for Early Years Pupil Premium and other vulnerable groups.
- Identifying barriers to learning and implementing targeted support and interventions.
- Working closely with families and external agencies to promote positive outcomes.

Success Criteria:

- Children make good progress from their individual starting points.
- Any identified gaps between groups are reduced over time.
- Barriers to participation and achievement are identified and addressed promptly.

Objective 3

To strengthen staff confidence and understanding in anti-bias, anti-racist and inclusive practice.

We will do this by:

- Providing ongoing professional development relating to Equality, Diversity and Inclusion.
- Supporting staff to reflect upon unconscious bias and inclusive practice.
- Using staff meetings, supervision and professional discussions to develop understanding and confidence.
- Promoting anti-racist practice and challenging discriminatory attitudes, language and behaviour.

Success Criteria:

- All staff participate in Equality, Diversity and Inclusion training.
- Staff demonstrate confidence in challenging stereotypes, bias and discrimination.
- Inclusive and reflective practice is evident throughout the Federation.

Objective 4

To challenge stereotypes and promote positive attitudes towards diversity, difference and inclusion.

We will do this by:

- Embedding diverse books, stories, resources and role models throughout the curriculum.
- Promoting positive representations of disability, culture, language, religion, family structure and gender.
- Encouraging children to develop empathy, respect and understanding of others.
- Supporting children to explore similarities and differences in a positive and meaningful way.

Success Criteria:

- Children demonstrate positive attitudes towards diversity and inclusion.
- Practitioners actively challenge stereotypes through interactions, play and learning opportunities.
- Diversity and inclusion are evident within the curriculum and learning environment across all Federation settings.

Monitoring and Evaluation

Progress towards these objectives will be monitored annually through:

- Child progress and attainment data
- SEND and inclusion monitoring
- Attendance information
- Parent and carer feedback
- Staff feedback and professional development records
- Learning walks and environment audits
- Monitoring of discriminatory incidents
- Governor monitoring and review

The Federation Governing Body will review progress annually and publish updated Equality Objectives every four years in accordance with the Public Sector Equality Duty.