



Positive Pathways Nurture Centre

1st September 2025

Equality Information and Objectives Policy

(EYFS and Key Stage 1 – SEMH Alternative Provision)

1. Policy Statement

Positive Pathways Nurture Centre is committed to providing an inclusive, nurturing, and supportive environment for all children, staff, families, and visitors. We recognise the unique needs of children with Social, Emotional, and Mental Health (SEMH) difficulties and ensure that every child in our care is valued, respected, and given the best possible opportunities to thrive.

We actively promote equality of opportunity and challenge discrimination in all its forms in line with the Equality Act 2010.

2. Aims

Through this policy, Positive Pathways aims to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity for all children, regardless of background or need.
- Foster positive attitudes, respect, and good relations within our school community.
- Ensure that no child, family, or member of staff is treated less favourably due to a protected characteristic.

3. Protected Characteristics

We are committed to promoting equality for all individuals and protecting against discrimination on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity



- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

4. Equality in Practice at Positive Pathways

- Inclusive Curriculum: Our EYFS and Key Stage 1 curriculum reflects diversity and actively promotes inclusion, kindness, and respect.
- SEMH Focus: We provide personalised support to ensure children with SEMH needs access to learning in a way that suits their development.
- Accessibility: We make reasonable adjustments to ensure children with disabilities or additional needs are not disadvantaged.
- Anti-Discrimination: We take swift action against any incidents of prejudice, bullying, or discriminatory behaviour.
- Staff Training: All staff receive training in equality, diversity, inclusion, and SEMH awareness.

5. Equality Objectives (2024–2027)

In line with the Equality Act 2010, Positive Pathways sets and reviews equality objectives at least every four years. Our objectives are:

1. To promote emotional well-being and inclusion by embedding nurture principles in all aspects of school life for EYFS and KS1 pupils.
2. To narrow attainment and progress gaps by ensuring SEMH needs do not prevent children from accessing a broad and balanced curriculum.
3. To ensure accessibility of facilities, resources, and learning for all children, including those with SEND and disabilities.
4. To strengthen family and community partnerships by promoting equality and respect within our wider community engagement.
5. To develop staff confidence and expertise in understanding and addressing issues of equality, diversity, and SEMH through regular training and reflection.

6. Roles and Responsibilities

- Management Team: Ensure compliance with the Equality Act and monitor progress towards equality objectives.



- Staff: Model inclusive behaviour, uphold equality principles, and report concerns.
- Children: Learn to respect themselves and others, valuing diversity as part of their social and emotional development.
- Parents and Carers: Support our commitment to equality and work with us to ensure the best outcomes for all children.

7. Monitoring and Review

This policy and our equality objectives will be:

- Monitored regularly by the Senior Leadership Team.
- Reported annually to staff and shareholders.
- Reviewed every four years, or sooner if required by changes in legislation or Provision context.

8. Publication

In accordance with the Equality Act 2010 (Specific Duties) Regulations 2011, this policy and our equality objectives will be published on the Positive Pathways website and made available to parents, carers, staff, and the wider community.

Review date: 01.09.2026

Reviewed by: Emme Farr