

Little Burrows Montessori

Equal Opportunities Policy

We believe that the group's activities should be open to all children and families
We aim to ensure that all who wish to work in or volunteer to help our nursery have an equal chance to do so.

Nursery is open to every family in the community. The waiting list is not operated on a first come first served basis but on a fairer system. We use the following system for accepting children from the waiting list:

Admissions. according to date of birth.

Families joining the nursery are made aware of its equal opportunities policy, which is regularly reviewed. (yearly)

Employment

Any vacancies will be advertised. The nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Families

All children and families will be treated fairly and equally at Little Burrows Montessori. This may look different for individual children where needs vary. Staff aim to work with professionals and carers to ensure children are given the best start to their education possible.

The nursery recognizes that many different types of family group can and do successfully love and care for children. The nursery aims to offer support to all families. The nursery offers a flexible payment system for families with differing means.

Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families in the nursery. and in our society as a whole. and to welcome the diversity of backgrounds from which they come.

In order to achieve this:

We aim to acknowledge all the festivals which are celebrated in our area and/or by the families involved in the nursery.

Without indoctrination in any specific faith. children will be made aware of the festivals which are being celebrated by their own families or others. and will be introduced where appropriate to the stories behind the festivals.

Before introducing a festival with which the adults in the nursery are not themselves familiar. appropriate advice will be sought from parents and other people who are familiar with that festival.

Children and families who celebrate at home festivals with which the rest of the nursery is not familiar will be invited to share their festival with the rest of the group. if they

they wish to do so.

Children will become familiar with and enjoy taking part in a range of festivals. together with the stories. celebrations and special food and clothing they involve. as

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part of the diversity of life.

The Curriculum

All children will be respected and their individuality and potential recognised. valued and nurtured.

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the nursery will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

All staff are familiar with the relevant equal opportunities legislation covering race, gender and disability.

Staff ensure children:

- feel secure and know that their contributions are valued;
- appreciate and value the differences they see in others;
- take responsibility for their own actions;
- participate safely, in clothing that is appropriate to their religious beliefs;
- are taught in groupings that allow them all to experience success;
- use materials that reflect a range of social and cultural backgrounds, without stereotyping;
- have a common curriculum experience that allows for a range of different learning styles;
- have challenging targets that enable them to succeed;
- are encouraged to participate fully, regardless of disabilities or medical needs.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multiracial society.

Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society.

Special Needs

The nursery recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Planning for nursery meetings and events will take into account the needs of people with special educational needs and disabilities.

Discriminatory Behavior /Remarks

Any discriminatory language, behavior or remarks by children, parents or any other adults are unacceptable in the nursery. Our response will aim to demonstrate support for the victim (s), to help those responsible to understand and overcome their prejudices and to make it clear that such behavior/remarks will not be tolerated.

Language

Basic information. written and spoken. will be clearly communicated in as many

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languages as are necessary and possible.

Bilingual/multilingual children and adults are an asset to the whole group. Parents will be encouraged to speak to children in their first language at home.

Children and parents who have English as a second or additional language will be valued and their languages recognized and respected in the nursery.

Food

Working in partnership with parents, children's medical, cultural and dietary needs will be met.

Meetings

The nursery will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the nursery. These will take place after nursery concerts once every term.

Racism and inclusion

At Nursery we are aware and follow the guidance in the Race Relations Amendment Act. The nursery actively discourages bullying and name calling, the parents of both children would be informed immediately and we would discuss appropriate action.

The action needed if there is inappropriate practice or discrimination.

A member of staff would talk to the child and explain that the behaviour was unkind, we would take into the account the maturity of the child the parent of the child would be told of his/ her inappropriate behaviour and we would work together to redeem the situation.

Updated: Summer 2019

Comments