

Equality and Diversity Policy

(Equal Opportunities Policy)

Blackwell Montessori Nursery Ltd is committed to ensure that our service is fully inclusive to meet the needs of all children. We recognise that children and their families come from diverse backgrounds. All families have needs and values that arise from their social and economic, ethnic and cultural or religious backgrounds. We understand that some of these factors may well affect the wellbeing of children and could impact on their learning and attainment. The Nursery is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to ensure that all who wish to work in or volunteer to help with our nursery have an equal chance to do so.

Admissions

The nursery is open to every family in the community regardless of sex, race, religion, culture, family background or special needs. Families joining our setting are made aware of its equality and diversity policy.

Employment

Any vacancies will be advertised. The Nursery will appoint the best person for each job and for all those appointed the equality and diversity policy will form part of their job description.

Festivals

We aim to show respectful awareness of all the major events in the lives of the children & families in the nursery and in society as a whole and to welcome the diversity of backgrounds from which they come. We will do this by acknowledging all festivals which are celebrated in our area and/or by the families involved in our nursery and seeking advice on festivals we might not be familiar with by inviting children & families into the nursery to share their experiences with us.

The Curriculum

All children will be respected and their individuality & potential recognized, 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 will ensure that both girls & boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy & learn from them.

Resources

These will be chosen to give children the widest possible opportunity to develop their skills and abilities and to create a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society.

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

Discriminatory Behaviour/Remarks

Any discriminatory language, behaviour or remarks by children, parents or any other adult are unacceptable in the nursery.

Our aim will be to demonstrate support for victims and to help those responsible to understand and overcome their prejudices and also to make it clear that such behaviour/remarks will not be tolerated.

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 enables parents to attend, so that all families have an equal opportunity to be involved in and informed about the nursery, this may be written or verbal.