

EQUALITY AND DIVERSITY POLICY

Statement of Intent

Hopes and Dreams Montessori Nursery School believes that every individual should be treated as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. The Nursery is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion/belief, colour, creed, marital status, disability, sexual orientation, ethnic or national origin, or political belief, has no place within this Nursery School.

A commitment to implementing our inclusion and equality policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Nursery Manager at the earliest opportunity.

The legal framework for this policy is based on:

- Race Relations Act (1976)
- Sex Discrimination Act (1986)
- Children Act (1989)
- Race Relations Act (Amendment 2000)
- Special Educational Needs and Disability Act (2001)
- Care Standards Act (2002)
- Employment Equality (Religion or Belief) Regulations (2003)
- Employment Equality (Sexual Orientation) Regulations (2003)
- Children Act (Amendment 2004)
- Disability Discrimination Act (2005)
- Childcare Act (2006)
- Employment Equality (Age) Regulations (2006)
- Equality Act (2006)

Admissions

Hopes and Dreams Montessori Nursery School is open to all children and families in the community as places become available. The Nursery will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups. Families joining Hopes and Dreams are made aware of its comprehensive and inclusive equal opportunities policy.

Employment

Hopes and Dreams will appoint the best person for each job and will treat all applicants fairly and all those appointed. All vacancies will be advertised as widely as budgets and resources allow.

At interview, no questions will be posed that potentially discriminate against the grounds specified in the statement of intent. All candidates will be asked the same questions, and members of the selection group will not introduce or use any personal knowledge of candidates acquired outside the selection process. Candidates who are not successful will be given the opportunity to receive feedback on the reasons. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all staff.

Staff

It is the policy of Hopes and Dreams to not discriminate, whether directly or indirectly, in the treatment of others. All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes that are oppressive or discriminatory on the grounds as specified in this policy. All staff are expected to participate in equality and inclusion training.

Families

Hopes and Dreams recognises that many different types of family successfully love and care for children. We believe there is no one right way to bring children up and that, in a multicultural and multi-faith society, children's needs, experiences and aspirations will be different, and family composition and forms of child rearing will vary.

Languages

Information, written and spoken, will be clearly communicated in as many languages as necessary with the use of dual language books and labelling of common items in dual languages. They will be valued and their languages recognised and respected at all times.

At Hopes and Dreams we provide activities that encourage other children in the Nursery School to interact with bilingual children and assist in the development of social and language skills.

Festivals

Celebrating events can be fun for all children and enables the children to work together and feel a sense of belonging, as well as broadening their awareness of their and other's experiences.

Our aim is to show respectful awareness of all major events in the lives of the children and families in the Nursery School and in 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 that are celebrated in our areas or by the families involved in the Nursery School.

- Without indoctrination in any specific faith, children will be made aware of the festivals that are being celebrated by their own families or others, and will be introduced, where appropriate, to the stories behind the festivals
- Children and families who celebrate festivals at home, which the rest of the Nursery School is not familiar with, will be invited to share their festival with the rest of the group, if they themselves wish to do so
- Children will be encouraged to welcome a range of different festivals, together with some of the stories, celebrations, food and clothing they involve, as part of the diversity of life
- An Equal Opportunities Officer collates and shares all religious and celebrational festivals with the whole Nursery School

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. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

The Resources

It is particularly important to introduce children to different cultures through activities of daily life. In the Home Corner, for example, we have a variety of cooking equipment from different cultures. These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Special Needs

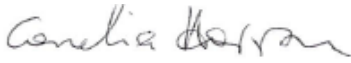
Hopes and Dreams Nursery School recognises the wide range of special needs of children and families in the community and will consider what part it can play in meeting these needs. Planning for Nursery School meetings and events will take into account the needs of people with disabilities.

We believe it is not enough to provide the same curriculum for all children. Some children/groups of children need specific help to enable them to have equal access to the curriculum.

Food

Medical, cultural and dietary needs will be met at all times, as requested by families. We will help children to learn about a range of foods and cultural approaches to meal times and to respect the differences among them.

Reviewed on: November 2017

Signed on behalf of the Nursery School:


Next review date: November 2018