

LITTLE SPONGES MONTESSORI

EQUAL OPPORTUNITIES, INCLUSION AND DIVERSITY

LITTLE SPONGES MONTESSORI is committed to promoting understanding of the principles and practices of equality and justice. It encourages equal opportunities for everyone and values diversity in children, parents, carers, staff, visitors and all others with whom it comes in contact. This Nursery operates an equal access policy.

Little Sponges Montessori works in accordance with all relevant legislation including the Equality Act 2010, the Human Rights Act 1998, the SEND 0-25 Code of Conduct 2015 and The Prevent Duty 2015.

All children, families and staff, irrespective of their race, colour, family structure and social, cultural and religious backgrounds are welcomed. It welcomes all children with disabilities and special needs and encourages full integration within the daily life at LITTLE SPONGES.

It respects and celebrates cultural diversity and acknowledges its responsibility to promote positive images and role models to all the children in its care. Activity programmes will reflect the multicultural nature of our society in an environment where gender stereotyping is not an option.

Staff will be expected to create an atmosphere that allows children to feel valued and enable them to develop a high self-esteem. It is the responsibility of all members of staff at LITTLE SPONGES to ensure that the statements in this policy are complied with at all times.

Any signs of direct or indirect discrimination resulting in one person being treated less favourably than another will be challenged. LITTLE SPONGES MONTESSORI expects that unacceptable conduct of an anti-discriminatory nature, from staff or any adult, who has been observed by another member of staff, would be reported.

The activities and play materials in the setting help the children to broaden their knowledge and understanding of people and cultures in our society and the world at large. For example, as well as celebrating Christian festivals, LITTLE SPONGES MONTESSORI bases activities on religious and cultural celebrations from across the globe, and the children play with dolls and other toys which reflect race, culture, or physical ability which is different from their own.

All children in this setting are given the opportunity to play with all the toys (subject to health and safety with children under three years of age). No toys are just for girls or just for boys. All children in this setting are provided with the opportunity to reach their full potential.

It is the responsibility of all staff to understand and promote equal opportunities through:

- Attending suitable training
- Encouraging children to recognise their own unique qualities and the characteristics they share with other children;
- Ensuring that children are set appropriate, challenging targets which allow them to experience success.
- Providing a challenging curriculum which allow for different learning styles.

- Working with families to ensure that individual information is gained for each child about such things as family customs and beliefs, home language, dietary requirements, etc.
- Monitoring the curriculum and use of resources to ensure a broad and balanced curriculum which promotes British Values, reflects our culturally diverse society and which is suitable for both active and more passive children.
- Promoting an anti-bias curriculum to actively challenge any negative feelings towards and/or stereotyping of others. This will be partly through using dolls, puppets and books to tell stories which help children to question their own feelings and views and to promote a sense of justice and fairness.
- Challenging negative comments from both children and adults.
- Providing a range of equipment which reflects a diverse society such as dual language books, resources which represent a range of home cultures, stories which reflect the diversity of our society, small world equipment, etc.
- Celebrating a wide range of cultural festivals using appropriate teaching materials, and inviting parents to celebrate.
- Help all children to learn and experience 'fairness; and ensure children take responsibility for their own actions.
- All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulties, disabilities, gender or ability will have the opportunity to experience a challenging and enjoyable curriculum of learning and development.

STAFF EQUAL OPPORTUNITIES POLICY

LITTLE SPONGES MONTESSORI'S Staff Equal Opportunity policy is that in the recruitment, selection, training, appraisal, development and promotion of staff, the only consideration must be that the individual meets, or is likely to meet the requirements of the post. Providing the requirements are being met, employees will not be discriminated against on the basis of their sex, sexual orientation, race, colour, ethnic origin, nationality, disability, marital status, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

LITTLE SPONGES MONTESSORI is totally committed to providing a working environment in which the rights and dignity of its entire staff are respected, and which are free from discrimination, prejudice, intimidation and all forms of harassment, including bullying. This policy means that all staff of LITTLE SPONGES MONTESSORI has the right to work in an environment free from discrimination, prejudice and all forms of harassment or bullying.

EQUAL OPPORTUNITIES LANGUAGE POLICY

LITTLE SPONGES MONTESSORI is committed to valuing the language and cultures of all children in this setting and their families. It will endeavour to promote a positive attitude towards bi- and multilingualism.

LITTLE SPONGES MONTESSORI supports the children's learning of English as an additional language by:

- providing dual language books
- providing books and stories in other languages and about other cultures
- use of welcome signs in different languages
- staff learning key words in the child's home language

- finding ways of communicating with non-English speaking parents
- inviting parents to contribute words in their language
- inviting parents to help with story-telling sessions.

LITTLE SPONGES MONTESSORI will always work closely with families to ensure the needs of their child are met.