



Equal Opportunities Policy

At Wickham Montessori believe in valuing and celebrating the diversity within our community. We aim to develop good practice and positive attitudes in the early years, and encourage an anti-discriminatory approach to the world in general and other human beings in particular. We believe that everyone should have equal opportunities to learn, develop and grow with dignity in a community of mutual respect. The UNCRC gives us a comprehensive framework from which we base our equality, diversity and inclusion practices.

Wickham Montessori in accordance with all relevant legislation, including:

- Disability Discrimination Act 1995
- Race Relations Act 1976
- Sex Discrimination Act 1986
- Children Act 2004/6
- United Nations Convention on the Rights of the Child (UNCRC)
- Equality Act 2010

We aim to do this by:

- Making the Equal Opportunities Policy available and applying it to every team member, parent/guardian, carer and child.
- Each person is valued as an individual, with differing social, intellectual and cultural backgrounds. Different needs, likes, dislikes, similarities and differences are respected and accounted for.
- Nobody at Wickham Montessori be subjected to discrimination, racist comments or gender bias. Cultural and religious diversity is respected.
- We give the opportunity for all our team to attend training to improve their own personal development via team meetings, in-house training and external courses.
- We value parent/guardians as their children's first educators, and the team work closely with parent/guardians to share information, experiences, conversation and quality time, thus promoting positive role models for their children. We make every effort to involve parent/guardians in planning and development for their child through the EYFS observations.
- We make every effort to translate policy information as required for the additional languages of the local community.
- We 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 Opportunity and Diversity Policy will form part of the job description for all colleagues. We also apply the equality and diversity policy when advertising, interviewing or appointing team members.
- We cater for cultural, religious and medical differences at all snack and mealtimes.

Our curriculum plan takes into account each child's individual route to learning. We work with parent/guardians as well as outside agencies (such as the MASH and the area SENCO's) to provide the appropriate support for all individuals.

- During play we encourage the children to respect and value each other. We discourage them from making hurtful and unkind remarks. The team ensure that children are helped towards understanding that it is wrong to judge someone because of their gender, colour, beliefs, disability or social background. We explain why, talk things through and praise positive behaviour.
- We challenge and deal with inappropriate practices and attitudes promptly.
- We record any seriously inappropriate racist or sexist comments made by children and team, including volunteers and students.
- We expect all colleagues to behave in a professional manner, follow this policy and try to be consistent, sensitive and fair. We expect them to challenge others who make inadvertent racist, sexist or insensitive remarks.
- We purchase, organise and monitor equipment, toys, books and resources to reflect diversity in the immediate and wider society. We display positive images of differing races, cultures, religions, social groups, physical abilities and disabilities and gender in and around the Centre.
- Without indoctrination in any specific faith, children will be made aware of the different festivals and customs of others. We aim to do this by celebrating a wide range of festivals. We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.
- We commit to making reasonable adjustments to our premises to cater for anyone with a disability.