



Equality of Opportunity Policy

Our diverse culture within Unique Child Montessori is one of our greatest strengths. Equality of opportunity is part of our philosophy and an essential feature of our nursery. We seek to promote attitudes and behaviour appropriate to living in a multicultural society.

Our aim is that our procedures and practices should not discriminate against anyone adults or children alike on the grounds of national/ethnic origin, age, gender, disability, religion, marital status, sexual orientation or on any other irrelevant or irrational basis.

Policy Statement

At Unique Child Montessori Nursery we recognise that inclusion is not optional; all children have the right to care and education that meets their individual needs and interests and promotes their learning and development.

We will ensure that the nursery is fully inclusive in meeting the needs of all children, particularly those that arise from children's ethnic heritage, social and economic background, gender and those who are disabled or have special educational needs. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and to valuing diversity for all children and families. We recognise that inclusive practice and meeting individual children's needs lies at the heart of the EYFS, therefore we aim to:

- provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- make inclusion a thread that runs through all of the activities in our setting.



Procedures

Admissions

We welcome and value all members of our community. This is supported by our inclusive admissions policy and as such we aim to:

- We advertise our service widely
- We reflect the diversity of our society in our publicity and promotional materials.
- Provide information in clear, concise language, whether in spoken or written form and we use translators to explain to parent for now but in future we will use written translation in as many languages as possible.
- ensure that all our policies are as accessible as possible to all parents, careers and members of our community, not discriminate against any child or their family and actively seek to reduce prejudice, stereotyping and racial intolerance.
- Our staff may come from many different religious, racial and social backgrounds. We will take steps to ensure that employment opportunities are open and accessible to all on the basis of individual qualities and personal merit.

Employment

- Posts are advertised widely and all applicants are judged against explicit and fair criteria.
- No job application or employee will receive less fair treatment on the grounds of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability.
- We may use the exemption clauses in relevant legislation to enable our setting to best meet the needs of our community.
- The applicant who best meets the specified criteria for the job is offered the post, subject to references and an enhanced Criminal Records Disclosure.
- All job descriptions include a commitment to promoting equality and recognizing and respecting diversity as part of their specifications.



Training

- We seek out regular training opportunities for staff and volunteers to enable all individuals an equal opportunity to develop anti-discriminatory and inclusive practices
- We ensure that staff are confident and fully trained in administering relevant medicines.

Our Learning Environment

We aim to create an enabling learning environment which is as accessible as possible for every individual who uses our setting and premises. We endeavour to do this by:

- Identifying and actively seeking barriers to inclusion (eg use of Barriers to Learning and Participation: EYCS SEN Handbook and the Inclusion Checklist for Settings: EYFS Resources)
- Making reasonable adjustments to the environment and to our resources both indoors and outdoors to accommodate a wide range of learning, physical and sensory impairments; e.g. visual timetables, ramps, accessible toilets
- Differentiating provision within the curriculum to ensure each child receives the widest possible opportunities to develop their skills and abilities, e.g. recognizing and valuing the different learning styles of girls and boys and of children with English as an additional language.
- Positively reflecting the widest possible range of communities in the choice of our resources; eg books, puppets, and role play artefacts which reflect a diverse range of religions, cultures, abilities and disabilities within society.
- Avoiding stereotypes or derogatory images in the selection of books or other visual materials to promote non-stereotyped roles e.g. female plumber, male nurse

Celebrating a wide range of festivals. We regularly review our pupil register to ensure we are celebrating festivals that are relevant to the current cohort of children For example we celebrate Ramadan, Eid, Diwali, Chinese New Year, Christmas, Easter

- Ensuring that, children's home languages, particularly when other than English, are valued and where possible, used to support children's learning and development within our setting.

Regularly seeking the views and feelings of children and their families to inform practice e.g. Children's questionnaires, use of; a feelings tree, digital cameras to illustrate likes and dislikes and parent consultations and questionnaires.



Valuing diversity in family

We welcome the diversity of family lifestyles and home cultures and encourage all children and their families to contribute stories of their everyday lives to our setting.

- We encourage parents and carers to take part in the life of the setting and to contribute fully. For example we provide weekly memos notices for parents notifying them of events with suggestions of how they can become involved in or develop activities, holding regular parent meetings, parent information evenings, regularly inviting parents to help during sessions, inviting parents on excursions, asking parents with know expertise to contribute to activities.

We will not tolerate threatening or abusive behaviour towards or between staff and families and all such incidents will be challenged and recorded and, where necessary, relevant outside agencies will be involved.

Food

We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met. In view of that we even draw our menu with our parents /carers

We help children to learn about a range of food, and of family and cultural approaches to mealtimes and eating, and to respect the differences among them.

Meetings

Meetings are arranged at various times to ensure that all carers and family members who wish to can attend.

- We aim to communicate information about meetings in a variety of ways - written, verbal and in translation to ensure that all parents and carers have information about and access to the meetings.

Monitoring, reviewing and recording

To ensure our policies and procedures remain effective we will monitor and review them annually in staff meetings and through our parent notices to ensure our strategies meet the overall aims of our Equality of Opportunity Policy in promoting equality and inclusion and in valuing diversity.

- We provide a complaints procedure and a complaints summary record for parents to see.



- It is the responsibility of all staff to report all incidents of discrimination to the manager who will immediately make clear the unacceptability of such behaviour and attitudes and take appropriate action;
- Where incidents of discrimination (e.g. negative name calling) by any adult or child have occurred the manager will make a record of the incident.
- Where children have been discriminated against the children's parents will be informed of the incident and of the action to be taken. The identity of all parties involved will remain confidential and not be disclosed.
- We recognise that incidents of racial discrimination are a serious offence in line with the Public Order Act 1986 and The Crime and Disorder Act 1998 and as such all incidents of racial discrimination by staff, whether the discrimination is towards an adult or a child, will require disciplinary action to be taken



MONITORING EQUAL OPPORTUNITY AND DIVERSITY FORM

Equality of opportunity is part of our philosophy and an essential feature of our Nursery. To help us monitor the application of our policy. The information supplied by you on this form will be used by us only for the purposes of reviewing our equal opportunity policy. This information will not be looked at or used as part of any selection process for considering you for a position at Unique Child Montessori. Please complete this form and return it along with your application form.

Full name:

Position being applied for:

1. Your date of birth (DD/MM/YY):

2. Are you Male or Female?

3. Do you consider yourself to have a disability?

Yes

No

4. What is your ethnic group?

Please choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background

A. WHITE

British

Scottish

Irish

Welsh

Any other White background, please Specify

B. MIXED

White and Black Caribbean

White and Black African

White and Asian

Any other Mixed background, please Specify

C. ASIAN OR ASIAN BRITISH

Indian

Pakistani

Bangladeshi

Any other Asian background, please Specify



D. BLACK OR BLACK BRITISH

Caribbean

African

Any other Black background, please Specify

E. CHINESE OR OTHER ETHNIC GROUP

Chinese

Any other, please Specify

Data Protection Act

I hereby give my consent for the Recruitment Monitoring Information provided on this form to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies in accordance with the Data Protection Act 1998.

Signed

Date

Thank you for completing this form

This policy was adopted at a meeting of Unique Child Montessori Nursery Held on Thursday, 9 July 2020

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