**RAINBOW’S END MONTESSORI SCHOOL**

EQUALITY & DIVERSITY POLICY

Rainbow’s End Montessori is committed to actively promoting the right of every individual - adult or child - to progress & develop to their full potential.

Rainbow’s End Montessori values and seeks to celebrate & benefit from, difference and diversity both within the setting and the wider community.

GUIDELINES FOR IMPLEMENTATION OF EQUAL OPPORTUNITIES POLICY

A positive, respectful, considerate, & tolerant attitude towards everyone is central to the ethos of the nursery and is practiced in all areas of our work with children, of staff recruitment & employment, of nursery management, and of our relations with parents.

We offer a curriculum that reflects difference & diversity and offers opportunities for children to broaden their experiences of diversity. We particularly aim to draw upon & incorporate aspects of experiences & lifestyles that are relevant to our children, parents and staff. The focus is on offering children positive, accurate & honest information and explanations to an appropriate level for their understanding. Staff are important role models for children and are expected at all times to model approaches & attitudes that reflect the setting’s positive approach to equality & diversity.

As part of the Terms & Conditions of Registration, parents are required to support and to have regard for, our Equality & Diversity Policy.

* ETHNIC ORIGIN

Racist or discriminatory language or behaviour is always challenged. It is clearly explained that such

language/behaviour is unacceptable.

We understand that representation is important in promoting positive self-esteem. We aim to represent a range of ethnicity in the books & materials available to the children.

* RELIGION & CULTURAL TRADITIONS

We aim to take full advantage of cultural diversity represented by our staff & families.

We consult with parents to ensure that information & experiences offered to the children are both accurate &

respectful.

We seek to actively involve parents in planning & preparation for projects & celebrations concerned with religion or cultural traditions, and to draw upon their knowledge & experience.

We keep parents informed in advance of any planning concerned with religion or cultural traditions so that we may have due regard for parents’ wishes regarding their child’s participation in such activities.

Information given to the children regarding religious beliefs is based upon the ’stories’ & the cultural & historical context behind the beliefs rather than religious practice.

Information and explanations are geared to an appropriate level for the children’s understanding.

We understand that representation is important in promoting positive self-esteem. We aim to represent a range of religions in the books & materials available to the children.

Staff are aware of PREVENT duty and understand that discriminatory language or behaviours from children or adults may be indicative of extremism. See PREVENT Policy.

* RECRUITMENT & EMPLOYMENT

Rainbow’s End Montessori seeks to employ a staff team that represents all sections of the community it serves. This we seek to achieve via the implementation of our Recruitment Procedures.

All employees of Rainbow’s End Montessori can expect to be treated in line with our Equal Opportunities Policy.

All staff are expected to co-operate fully with the implementation of our Equal Opportunities Policy.

Through Equal Opportunities training it is expected that staff will recognise themselves as important role models to the children in their care.

Through Equal Opportunities training it is expected that all staff will share the ethos of the nursery with regard to equal opportunities and will recognise the importance of equal opportunities for all.

* AGE, GENDER, LIFE EXPERIENCE & SEXUAL ORIENTATION

Discriminatory language/statements/behaviours are always challenged. It is clearly explained that such

language/statements/behaviours are unacceptable.

All staff are given the opportunity and are expected, to participate equally in all aspects of the nursery, as appropriate to their job role and their level of skills, training & experience. Staff are important role models for the children and, as such, are seen to participate equally in non-stereotypical roles.

All activities are made available to all children to choose whether or not they wish to participate.

No assumptions are made on the basis of gender regarding the preferences, interests, skills or abilities of

the children.

We recognise that all families are different and seek to respond positively to these differences.

Children are offered positive, accurate & honest information and explanations to an appropriate level for

their understanding.

We understand that representation is important in promoting positive self-esteem. We aim to represent a wide range of people, ages, lifestyles, families & both stereotypical and non-stereotypical gender roles in the books & materials available to the children.

* DISABILITY, IMPAIRMENT & MEDICAL REQUIREMENTS

In line with our SEND Policy, Rainbow’s End Montessori seeks to work in close partnership with parents and other professionals & outside agencies to meet the needs of any child who wishes to attend.

People with disabilities, impairments or medical requirements are considered for employment at Rainbow’s End Montessori where the disability, impairment or medical requirements would not compromise the ability of the nursery to offer the highest quality of care & security to the children.

Children are supported to develop a positive understanding of differing abilities, disabilities and conditions. Children are offered positive, accurate & honest information and explanations to an appropriate level for their understanding.

We understand that representation is important in promoting positive self-esteem. We aim to represent people with a range of abilities, disabilities, impairments & medical conditions in the books & materials available to the children.

THS 08/23