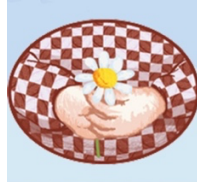


Stone Bay Montessori and Beach School



Inclusion and Equal Opportunities Policy and Procedure

1. INTRODUCTION

We are committed to giving all our children every opportunity to achieve the highest standard. We offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and well-being of all our children matter. This policy helps to ensure that this nursery promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender and background.

2. AIMS AND OBJECTIVES

2.1 Stone Bay Montessori and beach School aims to be an **inclusive** setting. We aim to remove the barriers to learning and participation that can hinder or exclude individual children, or groups of children. This means that **equality of opportunity** must be a reality for our children. We make this a reality through the attention we pay to the different children within our setting:

- girls and boys
- children who need support to learn English as an additional language
- children with special educational needs
- gifted and talented children

The *Early Years Foundation Stage* and our *Montessori* educational philosophy are our starting points for planning a curriculum that meets the specific needs of individuals or groups of children. We do this through:

- setting suitable learning challenges;
- responding to children's diverse learning needs;
- overcoming potential barriers to learning and assessment for individuals and groups;
- providing other support to meet the needs of individuals or groups and this may include accepting advice from a range of professionals.

2.2 We aim to achieve educational inclusion by reviewing what we do and asking ourselves these key questions:

- Do all our children achieve as much as they can?
- Are there differences in the achievements of different groups of children?

- What are we doing for those children who we know are not achieving their best?
- Are our actions effective?
- Are we successful in promoting racial harmony and preparing children to live in a diverse society?

3. TEACHING AND LEARNING STYLE

3.1 At Stone Bay Montessori and Beach School we aim to give all our children the opportunity to succeed and reach the highest level of personal achievement. At the beginning of the academic year, we will observe each child's development in the Prime Areas of Learning:

- *Physical Development:* Can they crawl, climb, run and jump with ease? Can they manipulate small objects and hold a pencil?
- *Personal, Emotional and Social Development:* Are they curious and willing to have a go? Do they interact with their peers and the adults in the setting? Are they able to ask for help or beginning to articulate how they feel?
- *Communication and Language Development:* Can they listen and carry out an instruction? Do they communicate with peers and adults? Do they articulate sounds clearly?

3.2 When the attainment of a child falls below the expected level, staff enable the child to succeed by planning work that is in line with that child's individual needs. Some children need something **additional and different** to help them overcome their barriers to learning. We use strategies that include 'small group work', 'language development groups' and 'special story times' and 'one-to-one sessions'.

Where there are concerns, these will be highlighted to the SENDCo.

Whilst the above-mentioned provision is additional and different to the rest of the nursery session, most children take part in various activities at some point and some children take part over often according to their individual needs.

If a child continues to benefit from this extra provision, we would develop an Individual Targeted Plan in conjunction with parents to be reviewed on a regular basis. (See SEND Policy)

3.3 Where the attainment of a child significantly exceeds the expected level of attainment, staff use appropriate resources and learning styles to extend the breadth of work within the area or areas for which the child shows a particular aptitude.

The staff at Stone Bay Montessori and Beach School are familiar with the relevant **Equal Opportunities** legislation covering race, gender and disability:

'All children have a right, under the UN Convention and the Right of the Child, not to be subjected to discrimination, to enjoy their cultures, languages, religions and for both sexes to be treated equally. Anti-discriminatory legislation makes discrimination on ground of sex, race and disability unlawful. It applies to

employment as much as to what goes on in early years services and settings.....Laws provide a framework for our work. They make it clear to us what might be unlawful and they help us to understand good practice with regard to equal opportunities.'
Jane Lane, January 1999

3.4 The setting has an **Equal Opportunities Officer** who is **Emma Cuttill**.

3.5 Practitioners ensure children:

- Feel secure and know that their contributions are valued;
- Appreciate and value the differences they see in others;
- Take responsibility for their own actions;
- Are taught in groupings that allow them to all experience success;
- Use materials that reflect a range of social and cultural differences, without stereotyping;
- Have a common curriculum experience that allows for a range of different learning styles;
- Have challenging targets that enable them to succeed;
- Are encouraged to participate fully, regardless of any barriers.

4. SUMMARY

In our setting, the play, teaching and learning, achievements, attitudes and well-being of every child are important. We follow the necessary regulations to ensure that we take the experiences and needs of all our children into account when planning for learning.