



## Equal Opportunities Policy Statement

*The British Values of **democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs** are demonstrated throughout our teaching practice.*

### AIMS:

- Stone Bay Montessori and Beach School is committed to ensuring equality of opportunity in employment and childcare.
- We aim to ensure that no employee, job applicant, child or parent is subject to any form of discriminatory treatment on grounds of sex, race, class, age or disability.
- We recognise that in both service delivery and employment, direct and indirect discrimination can arise. The School takes its responsibility seriously and will try to eliminate any such discrimination by working in partnership with both staff and parents.
- Whilst the primary responsibility of implementation lies with the School, all employees have a responsibility to ensure that they carry out their tasks in accordance with the School's Equal Opportunities Policy.
- Where employees, children and/or parents have particular cultural and religious needs, consideration will always be given to adapting to meet these individual needs.

### PRACTICE:

1. ADMISSIONS: Admission to the School is on a first-come-first-served basis. A lack of availability of a place will affect a child's entry to the School, never discrimination or prejudice.
2. EMPLOYMENT: The School will always appoint the best person for the job. All applicants for jobs and those appointed will be treated fairly. Commitment to implementing the School's Equal Opportunities Policy will form part of the job description for all staff.

3. FAMILIES: The School recognises that many different types of family successfully love and care for children. The School offers a flexible payment system for families with differing means.
4. FESTIVALS: Without indoctrination, the School follows a basic Christian structure. Children and families who celebrate festivals at home, which the School is not familiar with, are invited to share their festivals with the School.
5. THE CURRICULUM: All children are respected and their individuality and potential recognised, valued and nurtured. All our activities offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities are given to children to explore, acknowledge and value similarities and differences between themselves and others.
6. RESOURCES: We continually choose resources that will give children a balanced view of the world and an appreciation of the rich diversity of our society. Materials are selected which help children to develop their self-respect and to respect other people. We avoid stereotypes and derogatory images/messages about any group of people.
7. INCLUSION: The School recognises the wide range of special needs of children and their families and will help to meet these needs where possible.
8. LANGUAGE: Children and adults whose first language is not English are an asset to the School. They are valued and their languages recognised and respected. Help to develop English will be given to all children, so that verbal communication can be well established.
9. FOOD: Dietary needs will be respected and met where necessary. This includes children with food allergies.