

## **Wharfedale Montessori School & Wharfedale Babies**

### **EQUAL OPPORTUNITIES/INCLUSION POLICY**

Date created: September 2011

Person Responsible: Principal

Review period: Annually

Last reviewed  
& adapted: May 2017

Last re-written:

Next due for review: May 2018

#### **General aims and principles:**

We aim to offer inclusive practice both in terms of employment of staff and in provision for the children in our care. This Policy relates to all of the following areas:

- Ethnicity
- Gender
- Ability
- Economic status

In all of these areas we link our policies wherever possible to the current legislation in force at this time. These are as follows:

- The Education Reform Act 1999
- The Sex Discrimination Act 1975
- The Children Act revised 2006
- The Race Relations Act May 2002
- The Special Educational Needs And Disability Act 2001
- The Disability Discrimination Act Revised 2005
- Equalities Act 2010

The aim of the setting is to encourage positive inclusion in all areas related to the above acts wherever it is possible to do so. The terms of our policies are as follows.

#### **Terms of employment:**

If a position falls vacant within the setting we will treat every applicant for a post fairly in relation to gender, ethnicity and ability. We would assess each applicant based on their ability to fulfil the duties required in post.

#### **Ability:**

If an applicant had some element of disability but was in every way suitable and qualified for the post offered, we would be restricted only by their ability to perform their duties well, with no risk of harm or danger to either themselves or the children in their care.

We are somewhat restricted in provision of full wheelchair access for adult employees due to our provision location. We are tenants, leasing our premises, not owners. The age and

physical geography of the building, makes adult wheelchair access difficult, particularly related to staff room and staff toilet access. The cost of conversion of premises in this period building in a National Park would be prohibitive and out of our range as a small setting.

**Ethnicity:**

We welcome applicants from any ethnic group for positions offered but would require them to have good ability with English speaking.

Montessori practice has always had a global family ethical approach and is active in promoting inter-cultural practice.

**Gender:**

We are delighted to welcome suitably qualified male/female members of staff into our setting.

**Equality of opportunity for the infants and children in our care:**

We aim for a fully inclusive, positive and non-discriminatory approach within our setting.

Children from all creeds and cultures are welcome to join us. We encourage children to contribute stories of their everyday life to the setting. We also do our best to ensure that resources in the setting give children from different ethnic backgrounds the opportunity to work and play with items, exercises, toys and books both familiar to and different from their cultural background. We have a good range of books featuring children from many different countries in both fact books and fiction. This range includes books, fact and fiction, about people of different racial backgrounds with different coloured skin who are fourth generation British citizens living in England or black Americans etc.

We work in partnership with parents to ensure that dietary requirements of children that arise from their medical, religious or cultural needs are met where ever possible. We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

**Attitudes and prejudices:**

Staff, are made aware that they must reflect carefully and deeply regarding their own possibly deep rooted often inherited attitudes and prejudices. **All of our staff have undertaken Channel (the police aware process for radicalisation) training.**

**Regulation of practice:**

We are committed to regular review of practice, training of staff and proper implementation of grievance procedures.

Staff, are made aware that they must never make any assumptions regarding any child regarding race, ability, language, heritage economic status or background.

Self evaluation and evaluation of practice with discussion and appraisal takes place during staff meetings and training sessions.

**SEN policy:**

Please see our separate EDD/SEND Policy.

Our buildings are adapted as much as possible for us to be inclusive and meet current legislation.

**Grievance Procedures:**

We have a separate Complaints Policy which contains procedures for the handling of grievances. Staff grievances are handled under the terms of their contracts of employment.

We are committed to continuous improvement of practice and practice evaluation regarding all aspects of equality of opportunity. We aim to work in line with current government guidance as regards child development and practice. We aim to meet and fulfil all the different needs and rights of children as set out in the Children's Act and The United Nations Charter On The Rights Of The Child in all its relevant articles.

**Parents always have the right to contact OFSTED direct with a grievance if they choose to do so.**

**Contact details are as set out in our Complaints Policy.**

Details of how to put forward a formal complaint are set out in our Complaints Policy. Copies of all our policies are available for reference at all our premises, and copies can be supplied on request.

**Review of Policy:**

This Policy will be reviewed on an annual basis.