

## **Policy on Equality and Diversity**

All children irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability will have the opportunity to explore a rich and diverse environment providing stimulating, challenging, and enjoyable learning activities to support not only their learning but also their development.

Our aim is to provide Equality of opportunities for all children within in our care by:

- Including and valuing the contribution all families to enable an understanding of equality and diversity.
- Providing positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improving own knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity, by challenging anything that contravenes this.
- Making inclusion a thread that runs through all of the activities and practice in this setting.

It is our ethos at Cherry Trees Nursery that equality and diversity is of paramount importance and is reflected in all our policies and practice. We recognise every child is an individual with individual needs.

We do not discriminate against any child or family, our admissions policy is based on a fair system which promotes inclusion of all members of the community. We will promote and value diversity and differences.

The curriculum offered at Cherry Trees Montessori Nursery encourages children to develop positive attitudes about themselves and others. We reflect a positive image towards the world in which we live through displays and activities, reflecting the many diverse lifestyles there are in our society. Resources are chosen to meet all children's ages and abilities which show different cultures, backgrounds and the world around us. The Montessori environment enables all children to explore and experience a wide range of equipment supporting each area of the curriculum. It allows them the freedom to work independently and/or alongside other children. We encourage the child to show respect for others, themselves and for the environment. We strive to give all of our children freedom of choice within a safe environment and we recognise that independence is key in the environment.

We work with parents to ensure that the medical, cultural, educational and dietary needs of the children are valued, supported, in order to be achieved. The SENCO Barbara Smith and Emma Hender (Senco Support) ensure the SEN Code of Practice is implemented. We aim to reflect and make any reasonable adjustments to ensure all children, including those who are disabled or have special educational needs. We work alongside other professionals and are supported by LA support staff. Working in close partnership with parents is key to meeting the child's individual needs.

We seek out training opportunities to enable us to develop our inclusive practice and regularly reflect on this policy at meetings and through every day practices.

***This policy was reviewed on 23/9/2009***

***This policy will be reviewed annually.***

***Review date: Autumn Term 2010***