

# EQUALITIES POLICY

## INTRODUCTION

Daisies Montessori Nursery School is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs. The manager will ensure there is a delegated person who has attended training.

Daisies Montessori Nursery School provides a welcome environment that promotes and reflects cultural and social diversity and is equally accessible to all. We will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, religion, culture, gender and disability.

We recognise that achieving the objectives of our policy relies on the active involvement of parents/carers. We will facilitate regular opportunities for consultation with parents/carers about the service we provide, as a means of monitoring the effectiveness of the policy.

## PROCEDURES

Daisies Montessori Nursery School will:

- Ensure that its services are open and available to all parents/carers and children in the local community.
- Treat all children and their parents/carers with equal concern and value.
- Ensure that all members of staff are aware of, and understand the Equalities Policy as it relates to all aspects of its work.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Encourage and support staff to act as positive role models to children by displaying and promoting respectful behaviour.