

**Norman Court Montessori CIC  
Equal Opportunities Policy**

***Statutory Guidance***

The Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance>

Local Safeguarding Children's Board website [www.4lscb.org.uk](http://www.4lscb.org.uk)

Services for Young Children Website [www.hants.gov.uk/childcare](http://www.hants.gov.uk/childcare)

Keeping Children Safe in Education:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550511/Keeping\\_children\\_safe\\_in\\_education.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf)

Statutory Framework for EYFS (2017):

[http://www.foundationyears.org.uk/files/2017/03/EYFS\\_STATUTORY\\_FRAMEWORK\\_2017.pdf](http://www.foundationyears.org.uk/files/2017/03/EYFS_STATUTORY_FRAMEWORK_2017.pdf)

Norman Court Montessori CIC will ensure that a safe and caring environment is provided on site, free from discrimination, including children with additional needs. As part of this policy people will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sex, age, race, sexual orientation, class, family status or HIV/Aids status.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all the parent(s)/guardian(s) and children in the local community.
- Ensure that Norman Court Montessori CIC recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act.
- Monitor and review the effectiveness of its inclusive practice by conducting an Inclusion Audit on an annual basis.

**Challenging inappropriate attitudes and practices**

Norman Court Montessori CIC will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through staff modelling ant discriminatory behaviour at all times.



**NORMAN COURT**

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### **Children with additional needs**

Norman Court Montessori CIC recognises that some people have additional needs or physical disabilities that require particular support and assistance. Norman Court Montessori CIC will assess the individual needs of each person prior to their attending the site, and will make reasonable adjustments to ensure that they can access services and are made to feel welcome. Plans made for a child with additional needs will be made in consultation with their parent(s)/guardian(s). Individual Health Care, Learning or Behaviour plans may be put into place.