



Last Review:	Nov 2025	S Fisher
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## Equal opportunities Policy

### Policy statement

*At Discoveries **all** children are treated as valued and respected individuals.*

Discoveries Montessori Nursery School works in accordance with all relevant legislation, including:

Disabled Persons Acts 1958, 1986  
Race Relations Act 1976  
Sex Discrimination Act 1986

Children Act 1989  
Equalities Act 2010

We believe that the nursery's activities should be open to all children and families and to all adults committed to the children's welfare. We aim to ensure that all who wish to work in or volunteer to help with the running of Discoveries have an equal chance to do so.

### Admissions

Discoveries Montessori Nursery is open to every family in the community and neighbouring villages and towns.

### Employment

Discoveries Montessori Nursery School will appoint the best person for each position and will treat fairly all applicants and all those appointed.

All staff will be committed to implementing the Equal Opportunities Policy and it will form part of the job description for all staff.

### Families

Discoveries Montessori Nursery School recognises that many different types of families successfully love and care for children. To help the children to understand that there are many types of families and to ensure that no child feels isolated, we have a range of books that approach this subject with sensitivity.

Discoveries Montessori Nursery School offers a flexible payment system for families with differing means and if financially viable, offers a discounted/scholarship fee for one child per term.

### Festivals

Our aim is to show respectful awareness of all the major events in the lives of the children and families at Discoveries and in our society as a whole.

In order to achieve this, we aim to acknowledge all the festivals that are celebrated in our area and /or by the families involved at Discoveries:

- Without indoctrination in any specific faith, children will be made aware of the festivals that are being celebrated by their own families or others and will be introduced, where appropriate, to the stories behind the festivals.
- Before introducing a festival that the staff of Discoveries is not familiar with, appropriate advice will be sought from people who are familiar with the festival.
- Children and families who celebrate at home festivals that are not familiar to Discoveries, will be invited to share their festival with the rest of the nursery but only if they wish to do so.
- Children will be encouraged to welcome a range of different festivals together with the stories, celebrations and special food and clothing they involve as part of the diversity of life.

## **The Curriculum**

All children at Discoveries will be respected and their individuality, potential will be recognised, valued and nurtured. Activities offered to children will be given to explore, acknowledge and value similarities and differences between themselves and others.

## **Resources**

These will be chosen to provide children with a balanced view of the world and an appreciation of the rich diversity of our multi-cultural society. Materials will be selected to develop the children's respect of other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

## **Additional Needs**

Discoveries Montessori Nursery School recognises the wide range of additional needs of children and families and will consider what part it can play in meeting these needs. Any meetings, open days or special events will take into consideration the needs of people with disabilities.

## **Discriminatory Behaviour/Remarks**

These are totally unacceptable at Discoveries Montessori Nursery School. Any response will aim to be sensitive to the feelings of the victim and aim to help those responsible to understand, recognise and overcome their prejudices.

## **Languages**

Discoveries will endeavour to communicate all information, as clearly as possible and in as many languages as necessary.

## **Food**

Medical, cultural and dietary needs will be met.

## **Meetings**

Discoveries will endeavour that any meetings will provide all families with an equal opportunity to be involved and will take into account the time, place and comfort.