



EQUAL OPPORTUNITIES FOR CHILDREN

St. Andrew's Montessori believes that no child, individual or family should be excluded from the nurseries activities on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or belief. We aim to ensure that all who wish to work in, or volunteer to help with, our nursery have an equal chance to do so.

Admissions

The nursery is open to every family in the community. The waiting list is operated on a first come, first served basis and we have a non-selection procedure. Families joining the nursery are fully aware of its equal opportunities policy.

Employment

The nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers.

Families

The nursery recognises that many different types of family successfully love and care for the children. The nursery offers a flexible payment system for families with differing means.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment and Montessori material offer opportunities to develop in an environment free from prejudice and discrimination. Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

The nursery recognises the wide range of special needs of the families in their community, and will consider what part it will play in meeting these needs. Planning for nursery meetings and events will play in meeting these needs.

Discriminatory Behaviour/Remarks

These are unacceptable in the nursery. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

St. Andrew's Montessori

St. Andrew's Church, Thornhill Square, London N1 1BQ. Telephone: 020 7700 2961

Principal: Samantha Rawson

**Language**

Information, written and spoken, will be clearly communicated in as many languages as necessary. Bilingual/multilingual children and adults are an asset. They will be valued and their languages recognised and respected in the nursery.

Food

Medical, cultural and dietary needs will be met.

Meetings

The time, place and conduct of meetings will ensure that all families have an equal opportunity to be involved in the running of the nursery.

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