

**KIA MENA MONTESSORI PRE-SCHOOL**  
**The Pavilion, Beckenham Cricket Club, Foxgrove Road,**  
**Beckenham, Kent BR3 5AS**  
**020 8658 9009**

**EQUAL OPPORTUNITIES POLICY**

At Kia Mena, we believe that no person should be excluded from the group's activities on the grounds of age, gender, sexuality, class, family status, means, disability, colour, ethnic origin, culture, religion or beliefs.

Staff should not make assumptions about other people on the basis of their race, religion, culture, colour, gender, ability or lifestyle. They should teach respect for others and provide accurate information and positive images of different cultures and lifestyles.

We will constantly review, monitor and evaluate the effectiveness of our inclusive practices to ensure that they promote and value diversity and difference.

**Children**

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children 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. Our aim is to show respectful awareness of all the major events in the lives of the children and families in the pre-school, and in our society as a whole, and to welcome the diversity of backgrounds from which they come

The pre-school recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Planning for pre-school will take into account the needs of people with special educational needs and disabilities to ensure that they are valued and supported. We use a graduated approach system (assess, plan, do and review) applied in increasing detail and frequency to ensure children progress. The special needs co-ordinator (SENCO) is MRS TAIWO OGUNSANYA.

**Employment**

No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

Our pre-school will appoint the best person for each job and will treat fairly all applicants.

Registered persons, staff or volunteers must be committed to working within a framework of equality of opportunity to meet the social, physical, intellectual and emotional needs of all children in a safe, caring and stimulating environment.

AUGUST 2019

This policy will be reviewed annually