

## Equal Opportunities Policy

### Equal Opportunities

Edinburgh Montessori Arts School is committed to providing equal opportunities for all children, families and staff. The school strives to operate best practice in its management and day-to-day operation and to promote policies that are in accordance with all relevant legislation.

### Admissions

Edinburgh Montessori Arts School is open to all families in the community. Places are limited, and therefore a Waiting Pool applies, with due consideration given to individuals and their circumstances at the discretion of the Principal. On joining the school all parents/carers are issued with a copy of the Equal Opportunities Policy. A copy of this policy is also issued to the Care Inspectorate, Education Scotland, and the Scottish Council of Independent Schools.

### Discriminatory Behaviour

Discriminatory remarks or behaviour are unacceptable in the school. We will be sensitive to the feelings of those at whom remarks are aimed and help those responsible to understand and overcome their prejudices in a positive way.

### Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. The Montessori method is used worldwide, and its unique educational value is beneficial to all children regardless of background or circumstance. In this respect, children attending the school will be able to develop in an environment free from prejudice and discrimination. The cultural emphasis of the Montessori curriculum particularly encourages children to explore, acknowledge and value similarities and differences between themselves and others. Edinburgh Montessori Arts School also acknowledges Scottish national curricula: *The Pre-Birth to Three Guidelines* in our Infant Community and *A Curriculum for Excellence* in Children's House, Elementary and Teens Hub.

### Materials

Montessori materials have been developed over 100 years and are especially designed to help children develop at their own pace. As children work individually or in small groups, we are able to support children who need consolidation or extension in any area, and the children embrace these differentiated activities without judgement. The materials and the prepared environment support the child in building self-confidence, respect and independence. In addition, the school explicitly encourages respect for others by avoiding stereotypical and derogatory pictures or messages about any group of people.

## Families

Edinburgh Montessori Arts School celebrates the fact that many different types of families successfully love and care for their children.

## Additional Needs

Edinburgh Montessori Arts School recognises the wide range of additional needs of children in the community and will consider how it can meet these needs for any family interested in joining the school community. Planning for classroom activities will take children's needs into account. Please see our policy below on Individual Educational Needs.

## Employment

Recruitment, selection, promotion and training of staff and volunteers are based on the principle of the "best person" for the job and each person will be carefully considered on their merits and suitability for the role. All applications are subject to successful approval of checks by Disclosure Scotland as part of the PVG Scheme.

The school aims to ensure that no individual will receive less favourable treatment on grounds of gender, age, disability, marital status, sexuality, race, religion, colour, cultural or national origin, which cannot be justified as being necessary for the safe and effective performance of the work, or training for the work. Commitment to implementing the school's Equal Opportunities Policy will be integral to each staff/volunteer member's daily role.

## Language

Bilingual and multilingual children and adults are recognised and valued as an asset to the school. We support and encourage the use of the child's home language, for example through dual language books. Wherever a child's classroom teachers are fluent in that child's home language they endeavour to share discourse with the child and their family in their language of choice. The majority of families at EMAS speak two or more languages at home or have a non-English speaking background. We celebrate the huge range of cultures and languages that come together in our community and we believe this enhances all our pupils' learning experiences.

## Food

Both medical and cultural dietary needs will be respected and accommodated for in accordance with the requests of parents and carers with regard to our snack provision in Infant Community and Children's House. Our hot lunches are cooked fresh daily and we serve a vegetarian menu. Due to the small size of the school kitchen we are limited in being able to support all additional dietary requirements such as gluten-free or vegan. All pupils are welcome to bring a packed lunch to school.