



Children of the World Montessori School

St. Mark's Hall, Dedworth Road, Windsor, SL4 4JS

01753 833771 / www.cotwmontessori.co.uk / mail@cotwmontessori.co.uk

Equality, Inclusion and Diversity Policy

Policy Statement

Children of the World Montessori School is committed to equality of opportunity, inclusion and valuing diversity. We aim to provide a welcoming, respectful and inclusive environment in which every child and family feels safe, valued and able to participate fully.

We do not discriminate unlawfully and have regard to the Equality Act 2010, the Early Years Foundation Stage statutory framework and relevant SEND requirements.

Our Aims

We aim to:

- provide an inclusive environment in which all children can flourish and reach their individual potential;
- value the contribution, experiences, cultures, languages and family backgrounds of all children and families;
- promote positive attitudes towards difference and challenge prejudice, discriminatory behaviour and stereotypes;
- ensure equality and inclusion are reflected throughout our curriculum, environment and everyday practice;
- make reasonable adjustments where required so that disabled children and adults are not placed at a substantial disadvantage.

Admissions and Access

COTW welcomes children and families from all backgrounds. Admissions are managed fairly and consistently and we will not unlawfully discriminate against a child or family.

We seek to make our environment, activities and information as accessible as reasonably possible. Where a child has a disability or additional need, we will work with the family and relevant professionals, where appropriate, to consider reasonable adjustments and support.

Curriculum and Practice

Our Montessori and EYFS curriculum promotes respect, kindness, inclusion and an understanding of the wider world. We:

- help every child feel valued and develop a positive sense of themselves;
- provide equality of access to learning and adapt activities, resources or the environment where appropriate;
- use books, materials and experiences that reflect a diverse range of people, families, cultures and communities and avoid stereotypes or derogatory images;
- celebrate and learn about a range of cultures, traditions and festivals in meaningful and age-appropriate ways;

- support children learning English as an additional language;
- ensure children with SEND are included and supported to participate fully;
- respond appropriately to discriminatory language or behaviour and help children develop respect and empathy for others.

Working with Families

We welcome the diversity of family life and work in partnership with all families. Parents and carers are encouraged to share information about their child's culture, language, experiences, needs and family life where this will help us support their child.

We will take reasonable steps to make important information accessible and enable parents and carers to communicate their views and concerns.

Employment and Staff Practice

COTW is committed to fair and non-discriminatory recruitment and employment practices. Applicants are considered against appropriate and consistent criteria, subject to the safer recruitment, suitability, reference and Disclosure and Barring Service checks required for the role.

Staff are expected to promote equality, inclusion and respect in their work with children, families and colleagues. Appropriate training and support will be provided to help staff meet children's individual needs and maintain inclusive practice.

Food, Health and Individual Needs

We work in partnership with parents and carers to understand and, where reasonably possible, meet children's medical, dietary, cultural and religious requirements. Children are encouraged to respect differences in food, customs and family practices.

Monitoring and Review

We review our practice and this policy regularly to ensure that our approach to equality, inclusion and diversity remains effective and reflects current statutory requirements. Concerns or complaints relating to equality or discrimination will be taken seriously and addressed in accordance with our Compliments and Complaints Policy and, where relevant, our Safeguarding and Child Protection Policy.

Reviewed and updated: September 2026

Review date: September 2027