

7 POLICY: ANTI BIAS

Aim

To ensure that the curriculum and practices of Montessori Children's House Wanaka are inclusive, and that all children are treated equally irrespective of gender, culture, disability, background, socio-economic status, family lifestyle, beliefs or physical appearance.
All children have individual plans developed in consultation with parents.

7.1 General Principles

- 7.1.1 Montessori Children's House Wanaka is committed to providing a balanced curriculum which is free of bias, providing a range of learning programmes that reflect the individualities of our children and their families.
- 7.1.2 All children are treated equally.
- 7.1.3 Teachers and staff will act as positive role models, discouraging discrimination through valuing differences and providing diverse resources.
- 7.1.4 Teachers and staff will use non-discriminatory language with children and adults.
- 7.1.5 Resource materials will reflect equity principles.
- 7.1.6 All children have equal opportunity and encouragement to access all resources.
- 7.1.7 Montessori Children's House Wanaka at the discretion of Management has the ability to provide a Montessori Education for some children who may not be able to attend, for no or minimal charge.

7.2 Cross Cultural Awareness

- 7.2.1 Teachers are aware of cultural differences in the classroom (from information provided by parents on enrolment) and provide learning opportunities for cross-cultural awareness e.g. greeting in different languages
- 7.2.2 Teachers will encourage parents to share aspects of their culture with the class and incorporate the information within the child's profile books.
- 7.2.3 Programme planning will reflect different ethnic perspectives.

7.3 Equal Education Opportunities

- 7.3.1 Montessori Children's House Wanaka will ensure that all children have equal opportunity to access the centre by providing adequate resources, support and any additional individual planning to allow them to be included.
- 7.3.2 Teachers will identify any barriers to learning and participation and implement procedures for inclusion.
- 7.3.3 Montessori Children's House Wanaka will ensure that the physical environment enables all children to feel safe, comfortable and confident.

7.4 Special Needs

- 7.4.1 Montessori Children's House Wanaka is an inclusive centre. Children with special needs are welcomed and fully included in all activities at the centre.
- 7.4.2 Children with special needs have individual education plans developed. Teachers also liaise and work closely with all relevant specialist services to ensure consistency in programme planning and setting goals for the child.