

EQUAL OPPORTUNITIES POLICY

The Ambassador Kindergarten provides equal opportunities to students who bring in the best part of the world with them 'their innocence'; to parents who believe in education as a lifelong learning experience; to teachers who believe in preparing young minds for life's challenges and respect each and every child for what she/ he is. Thus, diversity is what we welcome, support and celebrate. To instill diversity, co-existence is the key. By learning to co-exist, individuals will learn to appreciate and respect each other's differences while retaining respect for their own culture and traditions.

Ambassador Kindergarten's approach is to include multiculturalism in its curriculum, programming and outreach efforts. It ensures a multi-faceted and holistic development among students, transforming them to be confident, inquisitive and self-motivated learners and responsible citizens and opportunities that provide a range of experiences which reflect a variety of lifestyles. It promotes equal opportunities to all staff and students through a wide range of policies and procedures which are reflected in our practices in our settings. Positive approach to diversity and promoting equality of opportunity, encourage staff and students to respect the personality, rights and differences of others.

We actively seek to remove the barriers to learning and participation that can hinder or exclude individual students or groups of students by:

- ✓ Setting suitable learning challenges for all.
- ✓ Responding to students' varied learning needs.
- ✓ Overcoming potential barriers to learning and assessment.
- ✓ Planning for field trips to places that reflect different culture and learning.
- ✓ Facilitating interaction with students and staff of diverse cultures to develop respect and appreciation for the same.
- ✓ Providing a wide range of co-curricular activities like music, dance and water-play to support their learning.

We actively seek to remove barriers for teachers by:

- ✓ Appointment of teachers based on their educational qualifications and norms of the governing ministry and legislation, regardless of their nationality.
- ✓ Providing equal opportunities for all in their continuous professional development irrespective of their religion, race or nationality.
- ✓ Unbiased opportunities for promotions, which will be based on performance and upgraded qualifications.

Following acts will be taken as a deterrent to our policy if an individual's needs are neglected or discriminated/ use of verbal or written remarks based on an individual's:

- Nationality, religion, language, place of origin.
- Physical appearance (skin colour, weight etc.)
- Difference in attire
- Social backgrounds
- Language and communication challenges.
- Physical, sensory or mental impairments.

Procedures to challenge discrimination:

1. Email your concerns to the management. Email Ids are available in the Student organizer and can also be accessed through student portal.
2. Set an appointment with the management to discuss the same.
3. Use the complaint form that is available in the reception to put forth your concerns.

Steps that can be taken to challenge discrimination:

1. Call for a dialogue with the concerned people - which will be recorded and filed for further reference.
2. A written warning regarding the same.
3. Temporary exclusion.
4. Permanent exclusion.

Effective date: April, 2018

Review date: April, 2019