

Policy 4.1 Equal Opportunities

Shepherds Hill Nursery endeavours to treat everyone with equal concern according to their individual needs.

We treat everyone as individuals, regardless of their religious persuasion, racial origin, cultural and linguistic background, sex, social group or disability. We value diversity, without prejudice.

Procedure

Recruitment

4.1.1

The nursery aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill requirements. No job applicant or employee will receive less favourable treatment on the grounds of age, gender, race, religion, colour, sexuality, cultural or national origin or creed, which cannot be justified as being necessary for the safe and effective performance of their work or training.

4.1.2

The nursery will strive by recruitment to ensure that the staff levels reflect the community it serves. All vacancies will be advertised as widely as appropriate. At interview questions will be posed and drawn up in line with this policy, all candidates will be asked the same questions specific to the post applied for and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Unsuccessful applicants will be given the opportunity to discuss the reasons why they were not selected for the post.

Staff

4.1.3

All staff are expected to co-operate with the implementation, monitoring and improvement of this policy. They are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds specified in this policy.

4.1.4

Compulsory Equal opportunity training will be provided on induction, including how to ensure fellow staff and children respect people of different race, ability, gender, religion and culture.

Children

4.1.5

Children allocated places at the nursery will in no circumstances be selected on the grounds of sex, race, religion, colour, disability or creed. The nursery will consider all children for a place, taking into account each child's individual circumstances and the ability of the setting to provide the necessary standard of care.

4.1.6

We endeavour to provide positive role models, displayed through toys, books, imaginary play and activities that promote non – stereotyped images. We will encourage all children to join in activities, e.g. dressing up and role play

Service

4.1.7

The nursery will strive to promote equal access to services and projects by taking practical steps such as ensuring disabled access and producing material in relevant languages and media.