

Tiddlywinkers

Equal Opportunities Policy

Principles

Tiddlywinkers Day Nursery is an Equal Opportunities Employer and is committed to the Employment Equality Act 2004 and UN Convention on the Rights of the Child 1991.

Policy Statement Of Intent

Tiddly Winkers is committed to providing equal opportunities regardless of sex, marital status, creed, colour or ethnic origin, ensuring that the talents of all employees are utilised to the full. We will not discriminate unfairly against any individual in matters of recruitment, selection, development of promotion.

Policy Procedures

1. Policy is reviewed and updated as necessary by the manager.
2. All staff and applicants are made aware of the policy.
3. Maintain a neutral working environment in which no employee or child feels under threat or intimidated because of their religious beliefs, political opinion, race, sexual orientation, marital status or disability.
4. Any article e.g. flags, emblems, tattoos, posters, graffiti or other materials or articulation of songs, slogans or comments which are likely to give offence or cause as much are banned within the nursery and any such breaches will be treated as Gross Misconduct. Parents will also be informed of this and their children expected to comply with these rules.
5. Tiddly Winkers will ensure that recruitment and selection procedures are consistent, provide equality of opportunity and are seen to be fair by all employees and job applicants. Job descriptions are used for each position within the nursery; any advertisements for a vacancy within the nursery will clearly define main duties and requirements of the post.

- 6. The nursery is committed to Equal Opportunities through meetings, language and information, resources, children's rights, curriculum, respect and employee's rights and responsibilities.**
- 7. All families without the distinction of nationality, religion or political affiliation shall be eligible for enrolment. All families and children within the nursery are treated equally.**

Policy agreed and adopted by:-

Proprietor: _____

Manager: _____

Date: _____