

Equal Opportunities Policy

Our Equal Opportunity policy is inclusive of the whole community of Jollytots- children, staff, parents/carers, volunteers and visitors with whom we have engaged and who are actively involved in the setting.

This policy sets out how our practice and policies have due regard to the need to:

* Eliminate discrimination, harassment and victimisation
* Advance equality of opportunity
* Foster good relations between groups

It is our policy to provide employment equality to all, irrespective of:

* Gender, including gender reassignment
* Marital or civil partnership status
* Having or not having dependants
* Religious belief or political opinion
* Race (including colour, nationality, ethnic or national origins)
* Disability
* Sexual orientation
* Age

Jollytots is opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work/ volunteer for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment, selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination. Our equal opportunities policy will help those who work and volunteer for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

The policy explains how we aim to listen to and involve children, staff/volunteers and parents/carers and the wider community in achieving better outcomes for our children:

* To eliminate discrimination, harassment and victimisation
* To promote equality of access and opportunity within our setting and within our wider community
* To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins

We seek to embed equality of access, opportunity and outcome for all beneficiaries of Jollytots.

Our manager will:

* Ensure that staff/volunteers, parents/carers, children, visitors and contractors are engaged in the development of, and are informed about the equal opportunity policy
* Oversee the effective implementation of the policy
* Ensure staff have access to training which helps to implement the policy
* Develop partnerships with external agencies regarding the policy so that actions are in line with best advice available
* Monitor and review the policy
* Ensure that the staff team is kept up to date with any developments affecting the policy or any actions arising from it
* Have responsibility for supporting other staff in implementing the policy

Jollytots staff will:

* Be involved with the development of the policy
* Be fully aware of the policy and how it relates to them
* Understand that this is issue all staff need to be aware of and support the policy
* Make known any queries or training requirements

This policy was adopted on\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_by

Signed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Manager

Signed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Director

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