



Equal opportunities policy

Employment of staff:

The group will appoint the best person for the job, and all applicants will be fairly treated. No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

Job vacancies will be advertised locally and not just by word of mouth.

All unsuccessful applicants have the right to discuss their interview and to know the reasons why they did not get the job.

Training:

All staff will receive training whilst working for Kidz Star Club.

As an employee:

- Staff should value and respect racial origins, religions, cultures and languages, so each child is treated as an individual and not as a stereotype.
- Staff must accept each child with positive and unconditional regard.
- Any attitudes or actions based on any form of prejudice are unprofessional and unacceptable in the work place. Staff must promote a caring and respectful attitude in the work setting, for the children to learn from this.
- Any prejudiced attitudes from staff, children or a parent will be challenged and discussed in a sensitive manner. Any adult or child suffering from this type of abuse will be supported and comforted if necessary.
- Staff identify and meet children's individual needs.

This policy was adopted at a meeting of Pippins Pre-school and nursery

Held on (date) Tuesday 16th October 2018

Signed on behalf of the Management Trustee Directors

Role of signatory (e.g. chairman etc.)

Chairman

Commenced 2012 - Reviewed 16.10.18