



Flying Start

EQUAL OPPORTUNITIES POLICY

This policy is a public statement of a commitment to oppose and challenge discrimination. It focuses on particular forms of discrimination which are of particular relevance to the organisation. It is important to realise however, that many people suffer discrimination as a result of a combination of factors. This policy has been drawn up by the childcare setting and will be fully discussed with staff, once appointed. It will have the full commitment of all involved with the facility.

This document sets out the policy- everyone involved fully understand the principle and operation of the policy and together accept responsibility for its overall effectiveness.

The policy includes:

- Aims of the policy
- Statement of intent
- Methods for implementation
- Monitoring and evaluation method

The policy aims to challenge discrimination in all areas of our organisation. We aim to ensure that the childcare setting reflects and meets the needs of the local community and incorporates equal opportunities in all areas of our work.

We aim

- To ensure that the make up of the staff team at all levels reflect the make up of the local community
- To establish good links with organisations or groups of people facing discrimination
- To ensure that premises are accessible for all members of the community.
- To increase awareness within the setting of the needs of those who face discrimination and the effects of discrimination in society in general
- To consider equal opportunities in all areas of our services and work
- To consider establishing specific projects to promote equality of opportunity



Statement of intent

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, gender, physical, sensory or mental disability, marital status, age, social class, religious belief, sexual orientation, employment status, and if they are HIV positive.

Accordingly, we are strongly committed to positive action to remove/counter discrimination in all aspects of our work – in our practice as employers, in the way we work with other organisations, and in all work with children, families and others.

Methods for implementation

Members / user groups and delivery of service

Equal opportunities will be considered in all aspects of the service the setting provides. This will be reviewed regularly and monitored for effectiveness.

Language or behaviour designed to be offensive to any of the groups outlined in our statement is unacceptable and will not be tolerated in the facility. Membership rules and notices to users will explicitly state that discriminatory language or behaviour is not acceptable.

Families attending will be reviewed regularly to identify which communities are under represented.

We will also review the image and work of the setting regularly. We aim to ensure that the setting is accessible to all members of the community equally.

Equal opportunities will be considered in all activities and resources. It is crucial that all children are able to enjoy play activities and all parents are able to use the facility without discrimination. Childcare facilities have an important role to play in promoting anti – discriminatory play and practice. All equipment and activities will strive to promote non – stereotypical traditions, values and environments. Promoting positive values of different cultural identities through anti racist activities and resources and positive anti sexist and anti discriminatory values will be integral to all programmes of activities.



We recognise that staff represents important role models for children and the image of the facility. We aim to employ a team of workers that represents all sections of the community.

Policy and recruitment

Equal opportunities are vital in staff recruitment. It is essential that all posts are advertised openly and that agreed selection procedures are followed at all times. All those involved in recruitment process adhered by the city and county of Swansea will follow an agreed recruitment procedure. This includes the format and process for:

Job descriptions

Application forms

Adverts

Selection

Induction

Premises, working conditions and terms and conditions will all strive to promote equality of opportunity and should ensure that certain groups are not discriminated against.

All efforts have been made to ensure that premises are accessible to those with disabilities.

It is important that those with dependants are not discriminated against.

Equal Opportunities will be considered in all aspects of the staff's terms and conditions and will be reviewed regularly. This will look at leave for periods of maternity, Paternity, sickness, dependants, and adoption and fostering. These are also prominent within the City and County policies.

The facility aims to ensure that no staff suffer offensive language or behaviour in their workplace, or in their work.

Staff training needs, in issues of equal opportunities, will be reviewed regularly and arranged as appropriate.

Monitoring and reviewing

The person in charge and registered person will be responsible for implementing the equal opportunities policy. This may be delegated to a sub group. The childcare manager will report to the registered person.

Any complaints or grievance should be made to the childcare manager who will refer the matter to the registered person.



Equal opportunities strategies will need to be regularly reviewed and monitored.

Signed: Julie Ace
Reviewed January 2025
Next review date: January 2026

