



## Colyton Caterpillars Early Education

### Early Years Employment and Equal opportunities Policy

This policy was agreed by trustees/staff:	
Date of last review:	December 2023
Date of next review:	July 2024
Reviewed by:	K.Clode

The Pre-School Learning Alliance is committed to helping pre-schools to provide equality of opportunity for all the children and families. As a member of the Alliance, Colyton Caterpillars works in accordance with;

#### **Equality Act 2010**

We believe that the group's activities should be open to all children and families, and to all adults committed to their welfare. We aim to ensure that all who wish to work in, or volunteer to help with our setting have an equal chance to do so. The setting is committed to recognising past discriminations, to redressing any inequalities found and to take positive action to prevent inequality occurring in the future.

Training will be made available to all staff to explain the implications and practical consequences of the equal opportunities policy. The policy represents a commitment to ensure that any activities do not lead to any individual receiving less favourable treatment on the grounds of: -

Sex	Religious Beliefs	Marital Status	Sexual Orientation
Race	Ethnic or National Origins	Disability	Skin Colour

The setting recognises that many different types of families successfully love and care for children.

#### **Employment.**

The setting will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed. We operate a fair system in relation to: -

- Recruitment, Training and Promotion Opportunities.

- Any available employment positions will be advertised locally and within the pre-school itself. All questions during interviews will be fair and relevant to the equal opportunities policy. All interviews will have manager, Deputy and one other. All applicants will be treated fairly and without discrimination. If successful in their application, all new employees will be granted a trial period of three months.

### **Festivals.**

- Our aim is to show respectful awareness of all the major events in the lives of the children and families in the setting and in our society as a whole and to welcome the diversity of backgrounds from which they come.
- Ethnic minority staff will be kept informed about and encouraged to apply for training programmes and promotion. We encourage all staff to accept that racial and ethnic variations should not be ignored but recognised positively in the context of care.
- All staff should be aware that attitudes or actions based on racial prejudice are unprofessional and unacceptable in the workplace. The setting will take up the interests of ethnic minority staff and find out whether there are special needs for canteen, social or cultural facilities, religious holidays etc.
- The setting will try to ensure a higher level of participation of ethnic minority staff in team meetings and case conferences.
- The setting will encourage all staff to recognise positively the different racial and ethnic variations within the setting.
- The setting actively promotes British values within their planning.

The setting will ensure that all children have equal access to equipment and resources.

The setting will promote a sense of fair play and respect for others within the setting.