

Equal Opportunity Policy

THE LITTLE WENDY HOUSE Day Nursery Ltd is committed to an equal opportunity policy. The aim of our policy is to ensure that no child or employee receives less favorable treatment on the grounds of sex, marital status, age, race, ethnic origin or disability and they are not disadvantaged because of conditions or requirements which cannot be justified.

To ensure that our policy is operated effectively and for no other purpose THE LITTLE WENDY HOUSE Day Nursery maintain records of staff and children's gender, race, ethnic origin, disability and age. Regular monitoring and analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.

Direct discrimination occurs when a person treats another person of a specific group less favorably than someone who is not a member of that group. Indirect discrimination occurs when a person applies a condition or requirement equally to all people but whose affect is discriminatory disproportionately against a specific group.

THE LITTLE WENDY HOUSE Day Nursery manager has ultimate responsibility for the effective operation of the equal opportunity policy. In practice everyone in the company has a responsibility to make sure that they do not carry out their duties in a discriminating manner.

Equally, everyone needs to know that an allegation of discrimination will be investigated toughly. In the first instance anyone who feels that they have been unfairly treated should contact their manager or the equal opportunity officer so this can be investigated.

Admissions

The nursery is open to every family in the community.

Employment

The nursery will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

No applicant will be rejected on the grounds of age, gender, sexuality, family status, disability, race, ethnic origin, culture, religion or belief.

Commitment to implementing the nurseries Equal Opportunities Policy

will form part of the job description for all workers.

The Curriculum

All children will be respected and their individuality and potential recognized.

Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination.

Opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.

Materials will be selected to help children develop their self-esteem and self-respect and to respect other people by avoiding stereotype picture or messages about any group of people.

This company's Equal Opportunity Officer is Samantha Joyce

Signed.....

Manager