



Scalloway Preschool Equal opportunities policy

The purpose of this policy is to ensure that Scalloway Preschool meets the needs of its customers and potential customers by ensuring equal access to the setting regardless of individual circumstances. The Preschool is aware that social and cultural circumstances can disadvantage certain groups in society. We also recognise that there is direct and indirect discrimination that can affect assessment for childcare places, recruitment, and promotion and training opportunities. Scalloway Preschool is committed to equal opportunities in order to meet the needs of the families that we work with, the staff that we employ and the community in which we are based through enhancing awareness and understanding of others.

Who is responsible?

All members of staff have a responsibility to ensure that their own practice reflects the policies and procedures of Scalloway Preschool. In addition all members of staff have a responsibility to identify their own training needs that may occur when working with children and young people and families.

The manager has a responsibility to ensure that all practices in the preschool adhere to this policy and also the inclusion policy. The manager also has a responsibility to ensure that where training needs have been identified all members of staff have an opportunity to have these needs met.

How will the policy be implemented?

Staff

Recruitment of staff will be carried out using job descriptions, person specifications and specific criteria based on professional, personal and experiential skills.

Scalloway Preschool aims to ensure that all staff have the opportunity to attend training events to ensure that there is respect and understanding of each child's customs and culture. Staff will use diplomacy and tact when implementing this policy.

Recruitment and Training

Scalloway Preschool is committed to ensuring that candidates for employment and existing members of staff are not discriminated against on any grounds, including

Gender	Responsibility for dependants
Race/Nationality or Ethnicity	Age
Disability	Religious belief
Marital status	Work pattern
Sexuality	

This commitment applies to all aspects of employment including:

Recruitment and selection, including advertisements, job descriptions, interview and selection procedures

Training

Promotion and development of career opportunities

Terms and conditions of employment and access to employment related facilities and benefits

Grievance handling and the application of disciplinary procedures

Selection for redundancy

Scalloway Preschool is committed to anti-discriminatory practice and it is the responsibility of the management to ensure this policy is maintained. Where problems or complaints arise, the manager will ensure that a full investigation takes place and that any necessary follow up action is taken, this may include initiating disciplinary action where appropriate.

Premises

Scalloway Preschool is committed to ensuring that all possible steps have been made to comply with the Disability Discrimination Act 1995 to provide access for children, parents, staff and visitors with sensory impairments /access for children, parents, staff and visitors with other additional support needs

Due care and attention is also paid to ensure that the operation of Scalloway Preschool does not incur problems for any other users of the premises.

Scalloway Preschool believes that members of staff should act as positive role models for the children, therefore if a member of staff is concerned that colleagues are behaving in an unacceptable manner regarding equal opportunities this should be reported to the manager who will deal with the issue through the appropriate channels.