

# The Jungle Day Nursery & Cheeky Monkeys Nursery Ltd

Policy No 21-05

## Equal Opportunities Policy

The concept of Equal Opportunities is addressed from the standpoint of our employees and the children within the nursery setting:

Employees (staff):

- Cheeky Monkeys & The Jungle are equal opportunities employers, committed to ensuring that the talents and resources of all our employees are utilised. As such, Management of the nursery is committed to adopting, implementing and monitoring a policy of equal opportunities for all employees to ensure a total absence of discrimination in the work place and that equal opportunities do genuinely exist.
- Implementation and management of this policy is the overall responsibility of the Nursery manager. It is the objective of this policy that there shall be no discrimination towards employees for any reason of race or ethnic origin, creed, colour, religion, political affiliation, disability or impairments, marital status, parenthood, sexual gender or sexual orientation. In this respect, employees with physical disabilities will only be prohibited from positions where the job duties involve activities which would make it impossible or inherently hazardous to perform.
- For employee recruitment and selection, to eliminate possibilities of discrimination or prejudice prior to interview, employment application forms do not include questions concerning race or ethnic origin, creed, colour or religion, political affiliation, parenthood or sexual orientation. Thereafter, employee selection criteria will proceed purely according to the merits and abilities of the candidate to perform the tasks and duties listed in the relevant job description. Employee recruitment and selection procedures are regularly reviewed to ensure that the elements of this policy are maintained.
- Management policies provide facilities for any employee who believes that he or she has been treated unfairly within scope of this policy to address the matter through a documented and established grievance procedure.

2. The children:

- The nursery welcomes any child & does not discriminate in any way towards gender, race or ethnic origin, creed, colour, religion and disabilities or impairments. Nursery staff treats each & every child as an individual who has individual needs; this will include special educational needs where appropriate.

Signed by \_\_\_\_\_ Date \_\_\_\_\_ Review Date \_\_\_\_\_

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- The nursery's activities & daily routines are designed to discourage the stereotyped image. Nursery practices are constantly reviewed in order to challenge & eliminate discriminatory practices relating to issues listed above.
- The nursery's activities & daily routines are planned to ensure equal opportunities for all the children. Toys, equipment & other resources such as books and posters address equal opportunities and the nursery recognises and accommodates customs, festivals & practices from different religions and ethnic backgrounds. Staff promote an ethos of equality, and encourages each child to develop a non judgemental approach to life.
- The nursery recognises & respects special catering requirements with respect to planning menus & staff training includes awareness of those foods that may be prohibited by religion, faith or culture.

Signed by \_\_\_\_\_ Date \_\_\_\_\_ Review Date \_\_\_\_\_

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