



APPLE BLOSSOM KINDERGARTEN

Equal Opportunities Policy

Equality Opportunity Statement

Apple Blossom Kindergarten is committed to promoting equality of opportunity for the benefit of all and reflecting the diversity of the children, staff and parents served by the kindergarten. It is part of the schools' ethos to respect and value each person as an individual human being, each with their own gifts and challenges. The school is opposed to all forms of discrimination against any person or group of people on the grounds of race, gender, faith, disability, age and sexual orientation.

The staff recognise their responsibilities in preparing young people for life in our culturally diverse society and showing, by example, the value of respect for each other, as well as self-respect.

Apple Blossom Kindergarten also recognises the opportunity to demonstrate this commitment as an employer.

Apple Blossom Kindergarten rejects racism, in all its forms, including any statements in Steiner's work that appear to be racist, or to support racism. The kindergarten is mindful that Steiner's racist statements were anachronistic and are antithetical to basic human values and dignity.

Equal Opportunities Policy (Pupils)

Apple Blossom Kindergarten:

1. aims to provide an appropriate and supportive learning experience for all pupils, whatever their colour, origin, culture, gender, religion or ability. The school has high expectations of all pupils.
2. is committed to a policy of treating all pupils and their parents and potential pupils and their parents as equal individuals and therefore of respecting each person as a valuable human being, each with his or her own gifts and challenges.
3. aims to provide pupils with the opportunity to learn in an environment free of prejudice. Every opportunity within the kindergarten, the community of families and staff and the curriculum will be used to create and enhance respect, tolerance and support for all human beings in all their diversity and richness and in particular for each member of the kindergarten community. It is the responsibility of all staff to ensure that their conduct with pupils and colleagues reflects this responsibility at all times.

Equal Opportunities (Staff)

Apple Blossom Kindergarten aims to support the creation of an environment that will:

1. eliminate unlawful, direct and indirect discrimination and promote equality of opportunity;
2. ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;

3. have regard to equal terms for men and women in employment in accordance with the EC Equal Terms Directive, 2002/73/EC;
4. have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training;
5. eradicate racial, religious or sexual harassment and discrimination on the basis of disability and sexual orientation;
6. value, celebrate and learn from the cultural diversity of its staff.

To achieve the above the kindergarten will use the following guidelines in recruitment and when considering professional development for existing staff:

1. Posts will routinely be advertised
2. All those involved in recruitment and selection will be aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process
3. Advertisements and job specifications will all carry a statement that this school is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of sex, race, religion, disability or age;
4. People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment;
5. Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment;
6. Access to opportunities for professional development will be monitored on equality grounds.
7. Equalities policies and practices will be covered in all staff inductions
8. All supply staff will be made aware of equalities policies and practices;
9. Employment policy and procedures will be reviewed regularly to check conformity with legislation and impact
10. People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary and feasible.

Policy by: Kate Gray Date: July 2015
Designated director responsible for approving this policy: Kate Gray Signature: Date: July 2015
Reviewed: September 2017
Next Review Date: September 2019

Linked policies:

Bullying policy

Staff grievance procedures

Complaints procedure