

The Ark

Equality Policy for Employers

This Childcare provision is committed to equality of opportunity and recognises that people are subject to discrimination on the grounds of race, colour, ethnic or national origin, marital status, sexual orientation, disability, caring responsibilities, religious belief, age, social class, political beliefs, employment status, union membership, place of residence or whether they are HIV positive. We aim to eliminate discrimination and encourage diversity amongst our staff team. We will endeavour to ensure that our staff team is truly representative of all sections of society and that each employee feels respected and able to give their best

It is the policy of the Childcare provision that no job applicant, employee, trainee, volunteer, member or service user receives less favourable treatment on any of these issues set out above.

The Childcare provision will comply with its obligations under the Race Relations Act 1976, the Race Relations Act 1976 (Amendment) regulations 2003, the Sex Discrimination Act 1986, the Rehabilitation of Offenders Act 1974, the Disability Discrimination Act 1995 (as amended by the Special Educational Needs Act 2001), The Employment Act 2002, The Children Act 1989, The Employment Equality Regulations 2003 and the Employment Equality (Age) Regulations 2006.

It is the Childcare provision's intention to take positive action to ensure that its Equal Opportunities Policy is implemented. The Childcare provision's Management Committee will monitor and review the effectiveness of the Equal Opportunities Policy.

Service Delivery

Services and activities will be advertised in a range of places to try to reach as many people as possible, particularly those subject to discrimination.

Employment and Training

The Childcare provision is committed to equality of opportunity in its recruitment and employment practices and aims to ensure that employment and progression within its organisation are determined solely by application of objective criteria and personal merit. No job applicant, trainee applicant, employee, or trainee will be treated less favourably than another. Recruitment, selection, employment procedures and practice will be kept under review to ensure that individuals are recruited, selected, trained and promoted on the basis of their ability, merits and the requirements of the job. The Equal Opportunity Monitoring Forms received from each job applicant will be reviewed annually with this policy to help ensure compliance.

We wish to create a workplace in which individual differences and contributions of all our staff are recognised and valued.

We aim to provide a working environment free from harassment and bullying (please see our separate Bullying and Harassment policy).

A copy of this policy will be given to all job applicants and employees. All employees will be given guidance on the policy during their induction, and any breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

For more detailed guidance on the above you can contact ACAS on 0845 7474747 or visit www.acas.org.uk