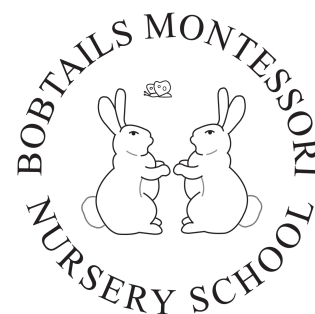


## EQUAL OPPORTUNITIES POLICY



- Every child and adult has the right to enjoy the freedoms and respect of their community without biased values, opinions and stereotypes.
- We will provide an inclusive environment that welcomes and respects adults and children from all ethnic, religious, cultural and family backgrounds.
- We understand that as individuals, children and adults alike all require some form of support. Both adults and children who are disabled or have special educational needs will be valued and treated with equal respect. Provision and reasonable adjustments will be made where ever possible for equality of opportunities within Bobtails.
- Learning materials and books will provide positive images of different cultural and ethnic backgrounds and of those with physical or learning difficulties. We will encourage children to develop self-esteem and to respect the differences of other people.
- We will respect everyone's right to pursue any interest regardless of sex, religion, nationality, language, culture or ability.
- Behavioural guidelines will be consistently applied to all adults and children
- We will take effective action to prevent inappropriate behaviour or harassment towards any child or adult in our school.
- Staff will attend relevant training to ensure that they keep up to date with requirements of all children, those with additional support needs and those with specific conditions and disabilities.

Bobtails is aware of its responsibilities as an employer and acts in accordance with:

Equal pay act

Sex discrimination act

Employment equality regulations (sexual orientation)

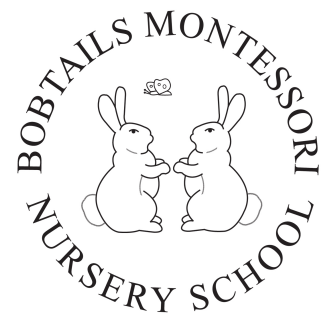
Race relations act

Employment equality (religion or belief)

Disability discrimination act

- Bobtails recruitment practices and procedures will reflect an Equality of Opportunities Policy. We will ensure that the appointment of staff is based on training, aptitude, experience, professionalism and the ability to take part in all aspects of the routines and activities of the setting.





- All employees will be treated with dignity and respect. Bobtails will ensure that the setting is free from discrimination, harassment or victimisation on the grounds of:

Age, Marital status, Colour, Nationality, Disability, Race, Ethnic origin, Gender, Religion or belief or Sexual orientation.

- Bobtails maintains a system where individuals are treated on the basis of their merits and abilities. If an existing employee becomes disabled and this makes them unable to complete their duties we regret that it will not be possible to re-allocate duties. All positions require a degree of physical ability and the ability to respond to children's physical needs.

- Harassment of colleagues, visitors, parents or children is unacceptable in any form. Examples of unacceptable behaviour are:

1. Verbal abuse or insulting behaviour
2. Sexist or racist jokes
3. Jokes about a person's sexual orientation, or physical or mental attributes
4. The circulation or display of sexual or racist material
5. Bullying or threatening behaviour
6. The ridicule or exclusion of a colleague for cultural, religious, sexual orientation or on the grounds of disability.

This list is not exhaustive and other behaviours may be considered harassment.

