



EQUAL OPPORTUNITIES POLICY

1. Vision Statement:

- The East Street Early Years is committed to promoting Equal Opportunities and aims to challenge discrimination in all aspects of society.
- The East Street Early Years values diversity and encourages fairness and justice.
- We believe that all children, families and staff should be free from discrimination and victimisation.
- We aim to ensure that the East Street Early Years reflects and meets the need of Grimsbury and its surrounding communities and incorporates Equal Opportunities into all areas of its work.

In seeking to achieve this vision, we will strive to:

- Encourage equality of opportunity for all people and actively promote good relationships.
- To ensure that the make-up of the Management Committee and staff team reflects that of the local community.
- To ensure that the premises are accessible for all members of the community.
- Increase awareness of people who face discrimination and effects of discrimination in society in general.
- To consider establishing specific projects to promote equality of opportunity.

2. Statement of Intent

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, gender, physical, sensory or mental disability, marital status, age, social class, religious beliefs, sexual orientation, employment status and if they are HIV positive.

Accordingly, we are committed to working positively to counter/remove discrimination in the way the centre works with children, families and other individuals and organisations.

3. Implementation

3.1 Customers

- Equal Opportunities will be considered in all aspects within the East Street Early Years' work. This will be reviewed regularly and monitored for effectiveness.
- Language or behaviour offensive to any of the groups outlined in our statement is unacceptable guidelines and notices to users will reflect this attitude.
- We will also regularly review the image and work of the Organisation to ensure its accessibility to all its members of the community equally. To achieve this end, we will promote work in consultation with other groups to make the project more relevant to those facing disadvantages.

- The East Street Early Years will strive to create promotional materials, which reflect our commitment to Equal Opportunities and we will attempt to reproduce written materials in other languages, as appropriate.
- We aim to ensure that the premises are physically accessible to all members of the community.
- Consideration will be given to Equal Opportunities when planning all activities and resources. Promoting positive values of different cultural identities through anti-racial activities and resources, positive anti-sexist and anti-discriminatory values will be integral to all programmes of activities.

We recognise that staff are important role models. We aim to employ a team of workers that represent all sections of the community.

3.2 Management Committee

- We aim to reflect the make-up of the Local Community in the decision making processes of the East Street Early Years, if the Board of Trustees is found to be unrepresentative, the Committee may consider co-options or reserve places for those who can make a special contribution.
- It is a condition of membership of the Board of Trustees to follow the principals of the Equal Opportunities Policy.
- Consideration will be taken when arranging the time and venue of any meeting to ensure that they are as accessible as possible. Childcare and transport will also be considered.

3.3 Induction and Training

Members of the Board of Trustees should be informed about their responsibilities through an induction and training programme, which will include training to review and monitor Equal Opportunities.

4. Employment Policy

4.1 Recruitment

As equality of opportunity is a foundation of the East Street Early Years' work, it is also vital that the principals of equality of opportunity apply in staff recruitment. Posts will be advertised openly and widely. Everyone involved in selection procedures will be committed to follow agreed procedures. This includes the format and process for:

- Job description
- Application forms
- Advertisements
- Selection
- Induction

4.2 The East Street Early Years will strive to ensure that premises, working conditions and terms promote equality of opportunity and that certain groups of people are not discriminated.

4.3 We will make every effort to ensure that premises are accessible to those with disabilities.

4.4 Equal Opportunities will be considered in all aspects of Employee's terms and conditions and will be reviewed regularly. Also to be considered; leave for periods of maternity, paternity, sickness, dependents and adoption and fostering. (see Flexible Working/Absence Management policies).

4.5 Staff training needs in general and in issues of equal opportunities will be reviewed regularly and arranged as appropriate.

5. Monitoring and Reviewing Responsibility

- 5.1 The Board of Trustees will be responsible for implementing the Equal Opportunity Policy.
- 5.2 Any complaint or grievance should be made to the Early Years Manager who will refer the matter to the Chairperson, (see grievance Procedure-staff), and Complaints Procedure (users).
- 5.3 All aspects of the policy will be monitored through regular analysis of ongoing practices and procedures. The Board of Trustees will undertake an annual major review.

Adopted by the GFA Committee on	March 2020		
Signed by the Chair of the GFA Committee	SAM WALDEN		
Last reviewed:	March 2020	Date of next review	March 2022