



Peter's Patch
Forest School - Day Care - After School Club

Equal Opportunities Policy

Peter's Patch is committed to the principle of equal opportunity in nursery careers and employment in general.

Accordingly, for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, disability, trade union membership or non-membership, sex or marital status. The objective of this policy is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Management has the primary responsibility for the successful implementation of the policy by:

- Not discriminating in the course of employment against fellow employees or job applicant.
- Not inducing or attempting to induce others to practise unlawful discrimination.
- Bringing to the attention of employees that they will be subject to disciplinary action for failure to adhere to the policy.



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Individual employees have the responsibility to ensure that they assist the company in achieving these objectives by:

- Not discriminating in the course of employment against fellow employees, customers, suppliers or members of the public with whom they come into contact during the course of their duties.
- Not inducing or attempting to induce others to practise unlawful discrimination.
- Reporting any discriminatory action to the management.

The successful operation of this policy necessitates a contribution from each employee and all employees have an obligation to report any act of discrimination known to them.

Employees who consider that they are a victim of unlawful discrimination may raise the issue through the Grievance Procedure.

The Company has a strong belief that racial tension comes from a lack of understanding and all staff should ensure that children are provided with information about other cultures.

Every child should be encouraged to develop and learn without prejudice.

Equal Opportunities should be fully integrated into the Nursery by activities and displays positively reflecting the History and Culture of living in a multicultural society.



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All play activities must reflect non sexist and non racist attitudes. Role playing situations, books, posters, storytelling, food & cooking activities, dressing up, jigsaws, music etc. should all be used to emphasise our non racist and non sexist attitudes.

Peter's Patch have declared itself an "Equal Opportunities Employer" and all staff must make every effort to make this declaration a reality.

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