

## **Staff Equal Opportunities**

### **Statement of Intent**

We aim to ensure that all who wish to work or volunteer to help at the preschool have an equal chance to do so.

The pre-school will appoint the best person for each job and will treat fairly all applicants for jobs and all those appointed.

No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour ethnic origin, culture, religion or belief.

Commitment to implementing the group's Equal Opportunity Policy will form part of the job description for all workers.

### **Recruitment**

Busy Otters will strive by recruitment to ensure that the staffing levels reflect the community it serves. All vacancies will be advertised as widely as budgets allow. Every effort will be made to ensure a representative balance on the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process.

Candidates will be given the opportunity to discuss the reasons why they were not successful.

### **Staff**

All staff are expected to co-operate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the ground as specified in the Statement of Intent.

### **Training**

Busy Otters recognises the importance of training as a key factor in the implementation of an effective Equal Opportunity Policy. Busy Otters will strive towards the Setting of equal opportunity training for all staff.