

# Fun 4U Club

## 11 Equality Policy & Procedure

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### Principles

Fun 4U Club is committed to ensure the talents and resources of all employees are utilised in full and that all employees will be recruited and promoted in accordance's with these talents. As early years professionals we have an awareness of children's individuality and are able to promote this through care and play, helping him/her to reach their full potential.

### Statement of Intent

Fun 4U Club believes that:

- Everyone at Fun 4U Club (staff and children) will be treated in the same manor.
- Fun 4U Club will never discriminate on any grounds.
- We learn and nurture from all different cultures, creeds and abilities within our group.

### Procedure

#### Employment

- Our recruitment and selection will be fair in accordance with our policy on this matter.
- We will maintain a neutral working environment in which we strive that no employee feels under threat or intimidation because of his/her religious feelings, beliefs, political opinions, race, sexual orientation, marital status or disability.
- We will prohibit the display of flags, emblems, tattoos, jewellery, posters, graffiti, slogans or songs which may be deemed offensive or cause apprehension.
- Staff can at any time lodge a grievance in accordance with their contract of employment.

#### Childcare

- Our facilities are open to all children in accordance with the settings admissions policy.
- Families of children without distinction of nationality, religion or political affiliation shall be eligible for enrolment.
- Staff will encourage parents and carers to become involved by making them feel welcome, by respecting the enrolment. Differences in families, their language and religious cultures and by encouraging them to become involved in their child's play experience in whatever way they can.
- Activities and the use of play equipment will offer children opportunities to develop in an environment free from prejudice and discrimination.
- The response to discriminatory behaviour or remarks amongst children will aim to be sensitive and supportive to the feelings of the victim and to help those responsible to understand and overcome their prejudices.

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