



Fenton Flying Start

Equal Opportunities Policy Statement

Fenton Flying Start playgroup is committed to an employee and training policy of equal opportunities and non-discrimination on any grounds other than the merits and abilities required of the individual to carry out the job.

Many employment and training matters involve discrimination, in the sense of drawing legitimate distinction between people, but unjustified discrimination occurs when people are treated favourably than they would otherwise be, by virtue of their sex, race, religion, age or disability.

Fenton Flying start playgroup oppose to any such form of discrimination. Staff should be aware that any act of unjustified discrimination, as laid down in the Sex Discrimination Act 1975 and the Race Relations Act 1976, which they commit in the course of their work is in contravention of this policy and that they will face disciplinary action as a result. The play leader is responsible for ensuring that Fenton Flying Start playgroup's Equal Opportunities policy is observed at all times.

In the long term Fenton Flying Start playgroup will continue to endeavour to ensure that all staff and trainees, regardless of sex, ethnic origin, age or disability are encouraged to develop to their full potential through, for example, training and other methods.

The playgroup leader has a responsibility for the day-to-day implementation and monitoring of the policy.

Policy reviewed annually

October 2024

