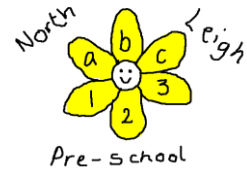


14. Equal Opportunities In Employment Statement



North Leigh Pre-School strives through its policies and practices to achieve equality of opportunity in employment and the fair treatment of all its employees; issues which it regards as of greatest importance.

Statement of Commitment

We commit ourselves to:

1. Ensure that no applicant or employee receives less, or more, favourable treatment on grounds that cannot be justifiable. We will take steps to ensure that no-one receives less, or more, favourable treatment because of her or his:
 - a. sex and marital status; this includes family status, responsibility for dependant; sexual orientation and gender;
 - b. colour or race: this includes ethnic or national origin or nationality;
 - c. disability;
 - d. religious or political beliefs, ,or trade union affiliation;
 - e age;
 - f other unjustifiable factors.
2. Seek to employ a workforce which reflects the multi-cultural nature of the population.
3. Use only job related criteria in recruitment and selection.
4. Ensure that all aspects of our pay systems are free of sex bias.
5. Provide a workplace which is environmentally compatible and accessible to people with disabilities.
6. Treat all employees and job applicants with dignity and respect and provide a working environment free from harassment.
7. Utilise the expertise and skills of all employees and ensure their development through training and other career opportunities.

This policy was adopted by the Management committee of North Leigh Pre-school

Signed by chairperson – Mrs. E Cookson

Date1st December, 2020

