



# Equal Opportunities Policy

The Oasis Childcare Centres aim to operate an equal opportunities policy that conforms to the following legislation:

- Sex Discrimination Act (1975 & 1986)
- Equal Pay Act (1970, amended 1976 & 1989)
- Race Relations Act (1976)
- Equality Act (2010)
- Employment Protection (Consolidation) Act (1978)
- Children Act (2004)
- Human Rights Act (1998)
- SEND Code of Practice (2015)

Our staff are committed to working within an equal opportunities framework and are fully prepared to make any necessary adjustments and obtain information/training (if necessary) prior to your child joining our settings. We are very flexible and prepared to make reasonable adjustments as needed.

We treat all children with equal concern, regardless of gender, racial origin, ability, cultural and linguistic background or religious beliefs. We feel that play should promote self image and value the experiences of each other and a respect for our different backgrounds.

We aim to ensure that our settings reflect and meet the needs of the local community and are as accessible as possible. We encourage positive attitudes to all areas of our work. The Oasis Childcare Centres have wheelchair access and toilet facilities for adults and children with additional needs.

All children in our care will be respected, valued and their individuality and potential recognised and nurtured. Our curriculum is designed to ensure that activities and play equipment offer children opportunities to develop and grow in an environment free from prejudice and discrimination. Opportunities will be given constantly for children to explore, acknowledge and value the differences between themselves and others.

We will endeavour to ensure that no employee, applicant, volunteer, adult or child will suffer discrimination on the grounds of gender, sexual orientation, age, race, ethnic origin, disability, ability or marital status.

Job vacancies will be advertised to enable applicants with the relevant qualification to apply. Commitment to implementing the equal opportunities policy of the Oasis Childcare Centres will form part of the job description for all employees.

Ongoing training and personal development opportunities will be made available to all. We aim to review policies, practices and procedures on a regular basis and have due regard to discrimination against a disabled child or adult. Disabilities may not always be obvious to the eye, children are covered by the Equality Act 2010 part of which is defined as "a physical or mental impairment which has a substantial and long term adverse effect on a person's ability to perform normal day to day activities." We aim to give due consideration to all, to ensure that children with additional needs are not discriminated against.

Disciplinary procedures will be followed if staff do not adhere to the regulations set out in this policy (please see Disciplinary Procedures).

Adopted by The Oasis Management Committee on: 07.08.2024  
Representative of Management Committee Signature: Lorna Tudge  
Review Date: August 2025