

Equality Policy

We aim to create a working environment in which:

All people are able to give their best, there is no bullying, harassment or discrimination and all decisions are based on merit.'

This policy refers to person's that have "protected characteristics" (PC). These are the groups previously protected by equality legislation; they are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Chuckles Day Care Wales is committed to ensuring that anyone directly involved with the company will not be subjected to any of the following types of discrimination:

- Direct discrimination – Someone is treated less favorably than another because of a PC.
- Discrimination by association - Direct discrimination against someone because they associate with another person who possess a PC.
- Discrimination by perception – Direct discrimination against someone because the others think they possess a particular PC.
- Indirect discrimination – Can occur when you have a rule or policy that applies to everyone but disadvantages a particular PC
- Harassment – Behavior that employees find offensive
- Harassment by a third party – Harassment of staff by person's that the company does not employ
- Victimisation – Someone being treated badly because they have made/supported a complaint or grievance under the Act.

The Manager of the setting is responsible for ensuring that information, guidance, advice and support is given on any issues regarding equality all person's involved with Chuckles Day Care Wales in order to prevent discrimination occurring.

The following will be done to ensure this:

- Posts are advertised and all applicants are judged against explicit and fair criteria
- Team members are made aware of the issues relating to equality.
- New Employees are made aware of their responsibilities regarding equality during the induction stage of employment and a copy of the policy is given to them.
- Copies of this equality policy are displayed
- Each employee has the opportunity at appraisals to raise the subject of equality and where appropriate to agree on a personal action plan.
- Outside agencies are made aware of equality policy and procedures during initial meetings.
- Managers will ensure that progression in the business is based on individual's merits, abilities and potential.
- Grievance procedures will be in place in order to deal effectively with any concerns made regarding equality.
- Team members will be good role models to children and provide opportunities to learn how to respect all people in order to remove any stereotypes they may have developed.