

Little Bears Pre-school

Racial Discrimination Policy

Statement of Intent

Our Preschool is committed to maintaining an open and fair culture and that it does not discriminate on the basis of race, age, colour, sex, national origin, physical or mental disability, or religion.

The legal framework for this policy is;

- The Equality Act 2010
- Children Act 1989, 2004

Equal Employment Opportunity

We are committed to equal opportunities in the employment of our staff and in the openness of the committee procedure and we do not discriminate in the terms, conditions, or privileges of employment on account of race, age, colour, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by law.

Any staff or CIO member, volunteer or student who believes that s/he has been discriminated against is strongly encouraged to report this concern promptly to the Preschool Manager. Where the allegations concern the Preschool Manager the Chair of CIO must be informed.

All investigations will be handled sensitively and be conducted thoroughly. Where there is evidence of discrimination, disciplinary procedures may be invoked.

Discriminatory Harassment

Harassment or intimidation of a member of staff or committee, parents/carers and their children or volunteers because of their race, age, colour, sex, national origin, physical or mental disability, or religion will not be tolerated and may be grounds for termination of employment or membership.

Harassment and intimidation includes:

- Abusive, foul or threatening language or behaviour
- Use of social media to undermine a person or the setting. This includes the use of mobile phones and texting

We are committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers, parents/carers and their families or anyone else that comes into contact with the setting, including outside agencies involved.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Pre-school Management, and, if substantiated, prompt action will be taken.

Approved.....: **(Chair of CIO signature)**

Adopted on