



EQUAL OPPORTUNITIES POLICY

THE MAGIC ROUNDABOUT recognises that discrimination is unacceptable and that it is in the interests of the Centre to promote anti-discriminatory practice at all times.

The Centre is committed to Article 31 in the United Nations Declaration in 'The Rights of the Child' (1989) – THE RIGHT TO PLAY

All personnel have the responsibility for supporting anti-discriminatory practice.

AIMS

1. All staff, volunteers and visitors will treat the children and each other as individuals no matter their ethnic origin, culture, religion, gender, ability, social background or sexual orientation.
2. Staff will ensure opportunities for all children to experience all activities are encouraged.
3. Staff will ensure that children's thoughts and ideas are actively listened to when planning opportunities and experiences.
4. Staff will be aware of discriminatory and stereotypical behaviour and discourage inappropriate comments or actions.
5. Staff will nurture an atmosphere that is purposeful, respectful, challenging, stimulating and fun.
6. Staff will remain open to new ideas and value creativity and good thinking.

EMPLOYMENT

1. The Director/ Manager will appoint the best person for the job and will treat fairly all applicants for the appointment.
2. No applicant will be rejected on the grounds of age, gender, sexual orientation, social background, disability, ethnic origin, culture or religion.

POSITIVE RELATIONSHIPS WITH PARENTS

1. Staff will respect the differences in families, their language and cultures.
2. Staff will encourage parents/ carers to contribute whichever skills they possess at any opportunity.
3. Staff will ensure that there are open communications with parents in a way that supports individual needs.

POSITIVE RELATIONSHIPS WITH CHILDREN

1. Staff will encourage children to respect the differences in families, their language and cultures.
2. Staff will ensure that there are open communications with children in a way that supports individual needs.

Procedures for advising and informing individuals who are considering making a complaint under the terms of the policy:

Anyone considering making a formal complaint will, as a first Step, have the right to obtain advice from a Senior Child Care Practitioner, the Manager or the Director. Alternatively, advice may also be available from the

Equal Opportunities Commission,
St Stephens House,
279 Bath Street
Glasgow
G2 4JL
Telephone 0141 248 5834 Website www.eoc.org.uk

All formal complaints will be logged and should be preserved.