



EQUAL OPPORTUNITIES POLICY

Policy Statement

The aim of our policy is to prevent forms of discrimination and in particular to prevent racism, sexism, ageism and discrimination against people with different abilities. Stepping Stones recognises that discrimination exists and that there is therefore a need for an equal opportunities policy. As an employer it aims to ensure that no member of staff or user of the service suffer discrimination on the grounds of race, colour, ethnic origin, religious beliefs, age, disability, class or sexuality.

Employment

Stepping Stones is striving to be an equal opportunities employer and will:

- Take positive steps to ensure that the placing of advertisements will not restrict applicants from particular groups.
- Ensure that members involved in selection and recruitment will be given guidance on avoiding discrimination.
- Treat deliberate acts of discrimination as a disciplinary offence.

Service Delivery

Stepping Stones is striving to be an equal opportunities employer and will:

- Ensure that every child/parent will receive the same quality of service irrespective of race, colour, ethnic origin, religious belief, age, disability class or sexuality.
- Take positive steps to ensure that all service users are aware of the anti-discriminatory policy.
- Let all staff know that harassment which causes discomfort, distress or exclusion on the grounds of race, colour, ethnic origin, religious belief, age, disability, class or sexuality will not be tolerated (eg. Racist jokes, abuse, language, violence or threats of violence, intimidation).

It is the responsibility of every member of staff to ensure the application of this policy. Stepping Stones recognizes that the full implementation of this policy, particularly the relation to physical disability would require resources which are at present unavailable. It will however commit itself to researching avenues of funding which would enable us to implement its policy fully.