



Equal Opportunities Policy

Policy Statement

Toddington Childcare and Forest School is committed to providing equality of opportunity in employment, volunteering, governance and service delivery.

We are committed to creating a working environment where all employees, volunteers, students, committee members and applicants are treated fairly, with dignity and respect, and are able to fulfil their potential free from discrimination, harassment or victimisation.

This policy should be read alongside our Inclusion Policy, which outlines our commitment to inclusive practice for children, families and the wider community.

Legal Framework

This policy is based on the requirements of the Equality Act 2010 and other relevant employment legislation.

We will not unlawfully discriminate against any individual on the basis of a protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Our Commitment

Toddington Childcare and Forest School will:

- Promote equality of opportunity in all aspects of employment and volunteering.
- Oppose all forms of unlawful discrimination, harassment and victimisation.
- Ensure decisions relating to recruitment, selection, promotion, training and professional development are based on skills, qualifications, experience and suitability for the role.
- Provide equal access to training, support and development opportunities.
- Foster a culture of mutual respect, professionalism and inclusion.
- Make reasonable adjustments where required to support disabled employees, volunteers and applicants.
- Regularly review policies and practices to ensure fairness and compliance with legislation.

Recruitment and Selection

We are committed to fair and transparent recruitment procedures.

We will:

- Advertise vacancies appropriately and encourage applications from a diverse range of candidates.
- Use objective selection criteria based on the requirements of the role.
- Ensure recruitment decisions are based solely on merit and suitability.
- Maintain records of recruitment and selection processes in accordance with data protection requirements.
- Conduct safer recruitment procedures in line with safeguarding requirements.

Responsibilities

The Parent Management Committee is responsible for:

- Supporting the implementation of this policy.
- Ensuring organisational practices promote equality of opportunity.
- Monitoring compliance with relevant legislation.

The Setting Manager is responsible for:

- Implementing and promoting this policy.
- Ensuring fair employment practices.
- Addressing concerns relating to discrimination, harassment or victimisation promptly and appropriately.
- Supporting staff and volunteers to understand their responsibilities.

All employees, volunteers and students are expected to:

- Treat others fairly, respectfully and professionally.
- Uphold the principles of equality and inclusion.
- Challenge and report discriminatory behaviour where appropriate.
- Comply with this policy and related procedures.

Harassment and Discrimination

Discrimination, harassment, bullying, victimisation or any behaviour that undermines an individual's dignity will not be tolerated.

Any concerns or complaints will be investigated promptly and managed in accordance with the setting's Complaints and Disciplinary Procedures.

Breaches of this policy by employees, volunteers or committee members may result in disciplinary action.

Policy Review

Toddington Childcare and Forest School will monitor the effectiveness of this policy and review it annually, or sooner if legislation or organisational requirements change.

Signed on behalf of Toddington Childcare and Forest School May 2026

Sarah Malcolm

Chair of Toddington Childcare and Forest School Parent Management Committee