**Equal Opportunities Policy**

At LALIA we are committed to equal opportunities, and make a clear policy statement to all our staff about our expectations with regards to equal opportunities. This policy acts as a reference point in the event of any parental dispute you may have as a service user. This policy is compliant with The Equality Act 2010.

**Discrimination:**

It is our aim at LALIA to treat everyone with fairness and consideration, as it is unlawful to treat anyone less favorably or discriminate against them directly or indirectly. Our policy intends to prevent discrimination both to remain within the law, and to attract the best employees to our nursery.

The Equality Act 2010 provides a structure to prevent discrimination and promote equality, fairness and uniformity in employment, providing you as parents with a well-rounded workforce committed to caring for your children during the work shop.

We aim to offer all our employees, children, and parents/careers equal opportunities within LALIA. Entry into employment with us is determined only by personal merit and the application of criteria which is related to the duties of each particular position. In all cases, ability to perform the job is the primary consideration when we recruit key workers to provide quality for the children.

**Equality Act 2010**

The Equality Act came into force in October 2010 and bought together all existing anti-discrimination legislation (such as the Race Relations Act 1970 and The Disability Discrimination Act 1995). It identifies several ‘protected characteristics’ previously protected under separate equality legislation; **Race**, **religion** **or** **beliefs**, **gender**, **age**, **disability**, **sexual orientation**, **marriage** and **maternity** and also strengthens other characteristics that were not provided cover by aspects of equality law.

**Monitoring Forms**

In order to monitor the effectiveness of our equal opportunities policy and how well LALIA meets its legal requirements, we will use monitoring forms when we are recruiting.

**Diversity**

At LALIA we welcome diversity amongst our parents/careers and employees. In recruiting from a wide range of people, we hope to better understand your needs as service users and valued parents.

**Features**

Our equal opportunity policy covers our complete commitment to equal opportunities with our children and in the following areas; recruitment, training and promotion.