Policy 3.3
Equal Opportunity

The Two Wells Community Children's Centre is committed to the principles of Equal Opportunity in relation to community access to the service and the appointment of staff. Individuals will be treated with respect regardless of their gender, race, religion, age, impairment, marital status, political convictions, pregnancy, family responsibility or family status. The service will actively promote the positive aspects of diversity and encourage acceptance and appreciation of individual differences.

Equal opportunity principles will be an integral part of the service's daily program and routines. Children will be given positive experiences, to encourage equal opportunity. Programs will actively include opportunities for children to experience diversity of culture, gender role etc.

Staff will treat individual children and their families with respect. They will take into account individual differences in language, attitudes, abilities, assumptions and expectations.

Children who have a disability/special needs will be included and will be afforded access to the service where a place exists and the Two Wells Community Children Centre’s resources can adequately cater for the child.

During orientation, the centre will provide relevant information to staff concerning procedures to be followed in the event of harassment or discrimination in the workplace.

Clear guidelines on grievance procedures will be available to staff.

In relation to employment of staff:

- All staff have equitable access to training and development opportunities, in line with their Job and person Specification and roles and responsibilities

Applicants who have a disability will be assessed against the selection criteria. The panel will apply the principles of reasonable adjustment to lesson any impact the applicant’s disability may have on the operation of the centre.

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<th>Governing Council Member's Signature:</th>
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<td>Director’s Signature:</td>
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<tr>
<td>Two Wells Community Children’s Centre’s Common Seal</td>
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Date Reviewed: 6th September 2013
Next Review Due: September 2015
Sources: Equal Opportunity Commission of South Australia.
http://www.eoc.sa.gov.au