

## **VALUING DIVERSITY POLICY**

### **Purpose**

Diversity embodies all the differences that make us unique individuals. Not limited to race, ethnicity, gender, age and sexual orientation it includes culture, religion educational experience, opinion, beliefs, language, nationality and more.

The purpose of the Diversity Policy is to encourage an atmosphere in which all staff embrace the benefits of working in a diverse community and to provide a framework for the fair and equitable treatment of all employees, job applicants, service users, suppliers and visitors irrespective of their individual differences or any personal characteristics.

Greenfields Childcare Centre recognises, respects and values the diversity of its clients and staff. We're dedicated to the things that set us apart and make us better. With difference backgrounds, cultures and experiences, everyone brings something valuable to our team. We thrive on the diverse talents of our employees and clients. We do not tolerate prejudice or bias, we expect all of our team members to show dignity and respect at all times.

All individuals performing work and/or services for Greenfields are responsible for maintaining workplace environments free of discrimination, harassment and bullying. Disciplinary action may be taken against employees found to be in breach of this policy.

### **Employee Responsibility**

- To be aware of the various behaviours and barriers that discrimination can take and understand the negative impact these can have on the team and participants.
- To be sensitive to the possible implications of our own behaviour on colleagues, young people, participants and their families.
- To co-operate with management in the elimination of any discriminatory practice that may be identified.

### **Employer Responsibility**

- Provide information about our services that is clear, accurate and accessible to all.
- Ensure that our services take into account different needs
- Ensure that all our staff and clients are treated positively, regardless of sexual orientation, race, gender, disability, religion or age.
- Respond seriously to, and investigate complaints of bullying, harassment, discrimination or victimisation.

Greenfields Childcare

This Policy was adopted by a meeting of Greenfields Childcare Centre held on:

---

Signed on behalf of Greenfields Childcare Centre by:

---