

Equal Opportunities Policy

It is the policy of Crèche Cois Laoi to recognise and respect the rights of all adults and children associated with the crèche to operate a crèche that is free from harassment and discrimination and to develop an effective procedure to promote equality of access and participation and eliminate discrimination on grounds of culture, race, gender, disability, religion & age and social background in all procedures and practices. Childcare places are allocated to students and staff of University College Cork. Allocation of places is detailed in the Crèche Cois Laoi's admission policy.

Aims

- To treat all children, staff, volunteers and parents fairly
- To treat all children, staff, volunteers and parents with equal concern
- To respect the way children and families lead their day to day lives
- To encourage children to participate in a variety of activities and provide opportunity to experience a diversity of cultures and religions, including celebrating different festivals including multicultural play in curriculum themes and activities
- To assist children whose first language is not English settle into the crèche
- To encourage positive role models within the Crèche, using toys, activities, books, resources and equipment that promote a positive image of children and adults in society
- To treat all individuals equally regardless of age
- To give each child an equal opportunity to develop to their potential
- To allow access to all activities regardless of ability
- To become aware and eliminate discriminatory reactions
- To promote children's self esteem and enhance their feeling of self worth
- When possible, to cater for those with a disability or additional needs, taking into account their individual circumstances

Employment and Staffing

Crèche Cois Laoi provides equal opportunities to all employees and applicants for employment without discrimination on grounds of gender, marital status, family status, sexual orientation, religion, disability, race or membership of the Traveller community. Crèche Cois Laoi ensures all applicants for employment at the Crèche are treated fairly on the basis of their merits, abilities, qualifications and suitability for appointment. In service training is provided for all staff in the area of equal opportunities, in order to raise awareness of discriminatory actions or behaviours

Discriminatory behaviour

Discriminatory behaviour or remarks on the grounds of gender, race, religion, colour, creed, sexual orientation, age, marital status, family status and ethnic origin or political belief is not tolerated and each parent, child, visitor or employee will be treated with equal rights.

Crèche Cois Laoi will comply with all relevant legislation, including:

UN Convention on the rights of the Child
The Employment Equality Acts, 1998 and 2007
The Equal Status Act 2000 to 2004