



# Little Feet Childcare Centre Limited

*"We care for your child"*

## **Equal Employment Opportunity Policy (GMA7)**

### **Rationale**

Little Feet Childcare Centre is committed to upholding its responsibilities as an Equal Opportunities Employer and creating a workplace that respects and values diverse employees.

### **Little Feet Childcare Centre will:**

1. Provide equal opportunities for recruitment, appointment, development, and promotion for all current and prospective employees, regardless of gender, marital status, religious beliefs, colour, race, ethnicity, and age.
2. Develop and maintain a workplace culture that values and supports all individuals.
3. Ensure that it provides a safe and healthy environment for all employees that is conducive to quality teaching and learning.
4. Identify and eliminate all aspects of policies and procedures or any barriers that may cause or perpetuate inequality of any form in respect of the employment of any person or group of persons.
5. Will attempt to ensure that there are no internal barriers that will prevent delegation, advancement, or development of any staff member which is based on any individual differences.
6. Will monitor, review, and evaluate progress towards achieving equal employment opportunities.
7. Ensure that any staff member may refer a complaint to the employer on any matter related to their employment or staff relations. The complaints procedure policy will be adhered to during this process.
8. Not to tolerate any form of unfair discrimination in the workplace on any ground, including sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, union membership, employment status, family status, or sexual orientation.
9. Provide a welcoming and inclusive workplace for gender and sexually diverse people.
10. Promote an environment where there is no size or weight discrimination (in respect of a person's physical size, such as very tall or short, or overweight/underweight).