



EQUAL EMPLOYMENT OPPORTUNITY

Settlers Farm OSHC is committed to equality of opportunity for existing educators and in the appointment of new educators. The service welcomes the contributions of educators from diverse backgrounds.

Procedure:

- The service will include a statement that it is committed to equal employment opportunity in all advertisements for educators.
- The operator will ensure that selection criteria do not exclude disadvantaged groups from equitable consideration for positions.
- Selection panels will be sensitive to the needs of applicants from disadvantaged groups, particularly language difficulties and cultural differences.
- Where the population of children using the Service contains significant numbers of children from a particular ethnic or cultural group, the Service will try to attract suitable workers from that ethnic or cultural group.
- Applicants who have a disability will be assessed against the selection criteria. The panel will apply the principle of reasonable adjustment to any impact the applicant's disability may have on the operations of the service.
- The service training plan will ensure that all educators have equitable access to training and development opportunities.

Policy reviewed	Previous modifications	Next review date
March 2021	No changes	2022