

Admissions

Our setting is open to all members of the community.

- We base our admissions policy on a fair system, however priority places would go to staff members of Swale Academies Trust, Children in Care and Children with siblings who already attend.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting because of any disability.
- We would work with parents/carers to develop any action plans necessary to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.
- We provide information in clear, concise language, whether in spoken or written form

Employment

- Applicants are welcome from all backgrounds.
 - We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable the service to best meet the needs of the community.
 - The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service.
<https://www.gov.uk/government/organisations/disclosure-and-barring-service>. This ensures fairness in the selection process.
 - All job descriptions include a commitment to equality and diversity as part of their specifications.
 - We monitor our application process to ensure that it is fair and accessible.
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