

Equal Opportunities Policy

(Staff)

We aim to provide high quality, caring out of school care for all children and families of Jimmy Grimboll's through the use of experiences and qualified staff.

Jimmy Grimboll's operates a policy of equal opportunities for all staff from St.Peter's school.

All members of staff working in the club are recruited through a framework of equal opportunities. The Club appoints the best person for the job and treats fairly all applicants for the posts and those appointed. This follows St.Peter's policies for the appointment of staff.

All staff employed have a Contract of Employment. This includes:

- Names of employee and employer.
- Date employment begins and how long the contract runs for.
- Rate of pay, how often they will be paid and how their pay will be calculated.
- Hours of work.
- Job title and job description.
- Place of work.
- Period of notice.
- Disciplinary rules.
- Grievance rules.

The Jimmy Grimboll's management team will induct any new member of staff into a post. All staff employed by the Club will have access to training opportunities.

The Management Staff will ensure that the working environment is clean and adequate hearing and lighting.