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# Equal Opportunities Policy

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**Adopted by the Governing Body:** September 2017

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**Last updated:** September 2018

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**Review date:** October 2019

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**Next review due:** 9<sup>th</sup> September 2021

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**Led by:** A.Kastelanides

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## Equal Opportunities Policy

The Greek Community School at St. Cyprian's recognises the fundamental importance of equal opportunities both as an employer and in our role within our local community.

We therefore take every care to treat each individual as a person in his or her own right. We recognise that everyone has a personal responsibility for the positive application of equal opportunities and that equality of opportunity is fundamentally about fairness and respect. It is achieved by ensuring that discriminatory behaviour, in any form, is not tolerated.

We are totally committed to the principle of equal opportunities and to creating a working environment in which everyone is treated with dignity and respect, and which is free from unlawful discrimination, victimisation or harassment on the grounds of:

- colour, race, nationality or ethnic origin
- sex, marital status or gender reassignment
- disability of any kind
- sexual orientation
- age

**Our commitment in all aspects of our organisation includes:**

- recruitment and advertisement of jobs/volunteering opportunities
- terms and conditions of employment
- training, personal development and progression
- grievance and disciplinary procedures
- relationships between members of staff and volunteers.

**Such values require a commitment from staff, management committee members and volunteers to accept a code of conduct which:**

- encourages respect for every individual
- encourages collective action to challenge prejudice and the structures that perpetuate it
- challenges stereotyped images internally and externally and, in their place, promotes positive images (see appendix 1 Anti Racist Policy)
- declares as unacceptable any language, action or belief which is prejudiced or which encourages prejudice in others (see appendix 1 Anti Racist Policy)
- does not tolerate any form of behaviour which is derogatory, demeaning or insulting to other persons or groups on the ground of race, gender, reassignment, disability, religion, culture, political beliefs, sex, sexual orientation or age (see appendix 1 Anti Racist Policy)
- creates an environment in which individual differences and the contributions of all our committee, staff and volunteers are recognised and valued. **In addition:**

- Everyone is entitled to an environment, which provides dignity and respect to all; no form of intimidation, bullying or harassment will be tolerated.
- Recruitment, selection and training will be based on the objective criteria.

We take this policy very seriously, and therefore a breach of this policy is considered to be gross misconduct and disciplinary action, including dismissal for serious offences, will be taken against those who do not comply with it. If you have any queries regarding this policy, please contact the equal opportunities officer below.

### Equal opportunities officer

Yola Christodoulou

Signed: \_\_\_\_\_ Date: \_\_\_\_ / \_\_\_\_ / 20\_\_\_\_

### Adopted by the Management Committee

C Christophi Kella

Signed:  \_\_\_\_\_ Date: 12 / 11 / 2020

### FUTURE REVIEW DATES

Date implemented	Date reviewed annually	Date approved by trustees
2010	October	October
2011	September	November
2012	October	October
2013	September	November
2014	October	November
2015	October	October
2016	December	December
2017	December	December
2018	August	September
2019	September	September
2020	October	October
2021		