



Equal Opportunities Policy 2022

Foyle International abides by the various UK laws that forbid discrimination at any level in employment. Staff are protected in all aspects of the employment relationship, which includes recruitment and selection, employment terms and conditions, promotions, transfers, access to benefits, dismissal and post-termination.

It is therefore the company's intention that all employees shall have an equal chance of advancement and access to opportunity irrespective of their Race, Gender, Colour, Ethnicity, Sexual Orientation, Marital Status, Religion, Belief, Disability or Age.

It is the responsibility of every employee to ensure the terms of this policy are observed. If you feel that the general intent of this policy is not being implemented, then you should draw this to the attention of your manager, in the first instance. Should the matter not be resolved satisfactorily, you may raise a grievance through the company's grievance procedures.

Foyle International encourages any employee who feels that they have been unfairly treated to make a complaint using the appropriate procedure. We will make every effort to secure a fair outcome to every complaint. Foyle International will do everything in its power to ensure any employee making a complaint of discrimination will be protected from victimization.

Any employee found to have acted contrary to the Equal Opportunities Policy could face disciplinary action up to and including dismissal.

This policy will be reviewed every 12 months by the Institute Director

& Senior Management Team