

ITALIA CONTI CHISLEHURST

EQUAL OPORTUNITIES POLICY

Italia Conti Chislehurst is committed to equal opportunities and ensuring that all staff and students work in an environment that is free from discrimination and/or harassment. It is the policy of this organisation to treat all employees, students, parents, carers, and the public and job applicants fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, or union membership status. This principle is fostered by involvement in a profession that does not recognise creed, race, gender or social status but concentrates on the pursuit of excellence and the celebration of talent.

The school will not tolerate any form of discrimination, harassment or behaviour which threatens the individual's safety, security or physical and mental health.

This organisation will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

Italia Conti Chislehurst actively promotes practices which will encourage an Equal Opportunities strategy that is fair, transparent, accessible and realistic.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment. In terms of recruitment, the organisation will regularly review the procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

We are committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

All staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.