



Foyle International Equal Opportunities Policy (Summary)

Full policy document available by request from: info@foyle.eu

Foyle International is committed to promoting equality of opportunity and fair treatment for all staff, students, applicants, visitors, and contractors. We value diversity and aim to create an inclusive environment where everyone is treated with dignity and respect.

We do not tolerate discrimination, harassment, victimisation, bullying, or unfair treatment on any unlawful ground.

This policy applies to job applicants, employees, students, contractors, agency staff, volunteers, visitors, and anyone else who has contact with the school.

Foyle International operates in Northern Ireland, where equality law is based on separate laws rather than the Equality Act 2010, which does not apply here.

The policy is informed by the main Northern Ireland equality and anti-discrimination framework, including laws covering sex, race, disability, age, sexual orientation, religious belief, political opinion, pregnancy and maternity, and gender reassignment, together with Section 75 of the Northern Ireland Act 1998 where applicable.

We will treat people fairly in recruitment, employment, access to services, learning, training, and all school activities. We make decisions based on merit, ability, and suitability, and we support reasonable adjustments where needed.

Harassment means unwanted behaviour that affects someone's dignity or creates a hostile or offensive environment. Victimisation means unfair treatment because someone has made a complaint or raised a concern.

Anyone with a concern about discrimination, harassment, or victimisation should raise it with the relevant manager or through the school's complaints procedure. The policy is reviewed regularly to ensure it remains effective and consistent with current Northern Ireland law and good practice.