

Last updated by: Charlotte Fisher

On: 27/03/2024

To be reviewed and updated: 12/02/2025

Diversity and Inclusivity Policy

Policy renewed at least annually, or as required according to changes in procedures or legislation. The policy is available on the Europa website.

Responsibility for this Document: Charlotte Fisher

Responsibility for implementation: Charlotte Fisher (Director), Stephanie Dasan (School Manager), Richard Wedderburn-Clarke (ADOS)

Policy Statement:

At Europa School of English, we are committed to fostering an environment that celebrates diversity and promotes inclusivity among our staff. We believe that embracing diversity in all its forms enriches our workplace culture, enhances creativity, and drives innovation. Our commitment to diversity and inclusion extends across all aspects of employment, including recruitment, training, professional development, and workplace practices.

Policy Objectives:

To create a workplace environment that respects and values the unique contributions of individuals from diverse backgrounds, including but not limited to race, ethnicity, gender, sexual orientation, age, religion, disability, and socio-economic status.

To ensure equitable opportunities for all staff members to thrive and succeed within the organization, free from discrimination, harassment, or bias.

To promote awareness and understanding of diversity and inclusivity principles among all staff members and encourage active participation in fostering a supportive and inclusive workplace culture.

Recruitment and Hiring:

Europa School of English is committed to recruiting a diverse workforce and will actively seek candidates from underrepresented groups for all job vacancies.

Recruitment processes will be designed to mitigate bias and ensure fair and equitable treatment of all applicants.

Job descriptions and advertisements will include language that reflects our commitment to diversity and inclusivity.

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Training and Professional Development:

Training sessions, workshops, and resources will be made available to help staff develop cultural competency and inclusive communication skills.

Managers and supervisors will be offered additional training where necessary to equip them with the tools to foster an inclusive work environment and address any issues related to diversity or discrimination effectively.

Workplace Practices:

Europa School of English is committed to providing a workplace free from discrimination, harassment, or retaliation of any kind.

Policies and procedures will be in place to address and resolve complaints related to discrimination or harassment promptly and confidentially.

Flexible work arrangements and accommodations will be provided wherever possible to support staff members with disabilities, caring obligations or specific needs.

Celebrations of cultural heritage months, religious holidays, and other diversity-related events will be marked to foster inclusivity and appreciation of diverse traditions.

Europa School is committed to fostering a workplace culture where all staff members feel valued, respected, and empowered to contribute their unique perspectives and talents. Through our dedication to diversity and inclusivity, we strive to create a welcoming and inclusive environment that promotes innovation, collaboration, and excellence.