

OFFICIAL  
EQUAL OPPORTUNITIES POLICY



United Kingdom

## Equal Opportunities Policy

Phoenix Heroes Community Interest Company (CIC)

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*Phoenix Heroes*

PTSD Veteran Support

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**Gary Stockton – Chief Executive Officer**

Review date 01.09.2022

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## Equal Opportunities Policy

We operate an Equal Opportunities Policy which provides practical guidance in the areas of disability, race, and gender.

We promote equality of opportunity for all our staff as part of the fundamental ethos of the business and as such, it is the responsibility of all personnel to carry out this Policy in terms of practice.

The principles of this Policy and the use of education and persuasion ensure that:

- We are committed to equal opportunities for all employees, irrespective of gender, race or disability and we provide a working environment which will dispel ignorance, prejudice, and stereotyping
- Initiatives are taken to eliminate sex discrimination, both overt and covert in nature, as defined in the Sex Discrimination Act of 1975
- The requirements of the Race Relations Act 1976 are understood. We recognise that we have an obligation to eliminate unlawful racial discrimination and must actively promote harmonized relationships between persons of different racial groups
- All staff has the right not to be devalued on the grounds of accent, language, domestic circumstances or ethnic origin

The business reviews its operational activities and procedures to ensure that they do not reinforce any elements of prejudice or stereotyping defined in this Policy.

It is the responsibility of the Directors to implement the requirements of this Policy and investigate all anti-social incidents, which will be systematically monitored in terms of follow-up and prevention



**Gary Stockton**  
**Chief Executive Officer**  
**Phoenix Heroes CIC**