



## GENDER EQUALITY DECLARATION

Gender equality is about universal and fundamental human rights and is an integral part of our aspiration and commitment to being a leading educational institution. Considerable efforts have been made in previous years for enhancing gender equality and equity within our organisation; initiatives for enhancing and increasing female representation in high-authority and leadership positions, initiatives for creating a flexible working environment, and a zero tolerance towards any type of gender-based discrimination and harassment. CITY College now aspires to further strengthen its policies and lines of action in favour of an equality-driven organisational reality, as well as in favour of an equal representation, recognition, reward, and value of employees irrespective of their gender and other intersecting features.

Towards this direction and in line with the relevant policies of the University of York, a Gender Equality Plan has been developed with the following objectives: to foster an inclusive and respectful culture; to introduce meaningful actions to address gender inequities for both staff and students; to address the additional effect of gender intersecting with other inequities and the overall impact this can have on personal and professional development; to create a safe working and educational environment. On top of a record of relevant policies and practices already in place, if we want to continue to be committed to teaching, research and excellence, it is vital that we enhance and utilise the skills and capacities of all staff members.

Our institution further accompanies the creation of its Gender Equality Plan with its wide dissemination to all staff members and students, as well as with the establishment of a Gender Equality Committee assisting in the implementation, monitoring, and continuous update of the Plan. Having individuals being dedicated to the institution's cause on equality contributes to expanding the comprehension of new aims and the commitment to them, while further establishing relevant dialogues and a new organisational culture.

In order to ensure that gender equality is under constant progress, we must continue to challenge the perspectives and attitudes that hinder this progress. The Gender Equality Plan will constitute a driving force towards that end and it will ensure that gender equality is a responsibility of the institution. Our institution will ultimately succeed at rendering gender equality and equity both at operational and cultural norm, as well as at ensuring an equal allocation of opportunities to all individuals irrespective of their gender, sexual orientation and other intersecting features.

***The Principal and President***