

# SCC Equal Opportunities Policy



SCC values diversity and believes that all people are equal, irrespective of age, race, sex, religion or belief, sexual orientation, or disability. SCC is committed to promoting equality of opportunity for all pupils and staff, and strives to encourage good relations between all persons. SCC aims to create an environment which is free from discrimination, harassment or victimisation, where all people are treated with dignity and respect.

This includes:

- No tolerance to sexual harassment of any form
- Open and fair recruitment and selection of staff and volunteers, not influenced by gender, race, disability, religion, age, sexual orientation, social background or any other irrelevant factor, as long as candidates meet the minimum requirement to fulfil their duties.
- Equal working conditions and pay for all staff
- In the event of a disability hindering staff from fulfilling their duties, or preventing students from accessing and participating in activities, every reasonable effort will be made within SCC's capacity to make adjustments, to evaluate and improve conditions. It must be noted however that in many instances, the extent to which SCC's ability to do so effectively will often be significantly impeded by the difficult environmental conditions and limited resources and funds. SCC places a high value on ensuring that disabled pupils are not put at a substantial disadvantage or treated less favourably, without justification, than their non-disabled peers. and to encourage good practice in the treatment of disabled people
- Promotion of equal opportunities for all students across academic, social, and physical aspects of schooling to ensure participation and inclusion irrespective of gender, race, age, social background or religion
- No discrimination of background in accepting donations or sponsorship if the individual or group is able to meet administration criteria, agrees to fund management policies, and shares the same ethos of "working together to make a difference" which governs SCC's operations in Cambodia
- Unbiased, randomised selection without discrimination of children and teachers who meet the criteria for the respective sponsorship programs

SCC encourages all staff to be responsible in upholding the Equal Opportunities Policy and Principals.

Procedures

1. SCC's policy is that anyone can make a complaint on the grounds of colour, race, nationality, religious or ethnic origins.
2. Any treatment deemed as "less favourable" or discrimination which violates dignity, integrity, and creates a hostile, humiliating environment should be reported to the Board of Trustees where it will be documented and recorded.
3. All issues of inequality will be considered by the Board of trustees through indirect confidential correspondence, discussed at regular Trustee meetings. In the event of

a report of serious and significant breach of Equal Opportunities Policy, a special Board of Trustees meeting will be called within 1 working week.

4. Discipline, action and compensation of SCC appointed staff will be considered on a case by case basis. In situations involving government-employed staff, SCC would be involved in notifying and discussing issues; official management of the situation however would be largely referred to relevant school and local authorities. If deemed necessary, the individual/s involved, Head Teacher, local governor and/or education authority will be notified of reports of discrimination.
5. Every reasonable effort will be made to eliminate the immediate cause of discrimination and reduce the potential for it to occur in the future.
6. Policies, procedures, infrastructure and operations relating to reports of discrimination will be reviewed and improved where deemed necessary.
7. SCC will make every effort to ensure that there is no victimisation as a result of complaining or reporting discrimination.

This policy was influenced by and reflects British legislation, including the Human Rights Act, 1998 to which education authorities, governing bodies and teachers are bound by in the UK.