

Equality and Diversity Policy

1. Purpose and Scope

The Equality and Diversity Policy demonstrates SCL International College's dedication to cultivating an inclusive environment that honours the rights, differences, and dignity of all individuals. It's our intent to ensure every member of our college community is treated fairly, without experiencing discrimination, harassment, or victimisation based on any protected characteristic.

2. Definitions

Equality: Ensuring everyone has equal opportunities without any discrimination.

Diversity: Recognising, respecting, and valuing individual differences.

3. Principles

All members of the college community have the right to be treated with respect and dignity. Discrimination, harassment, and victimisation are unacceptable and contravene the values of SCL International College.

We are committed to providing an inclusive environment where diverse backgrounds, perspectives, and experiences are celebrated.

4. Proactive Approach to Equality

SCL International College takes a proactive stance on equality and seriously assumes the responsibility of promoting equality with respect to:

Ethnicity
Gender
Disability
Sexual Orientation
Religion, belief, or non-belief
Age
Marital or Civil Partnership status
Pregnancy and maternity
Socio-economic background
People with diverse communication needs
Ex-offenders

The school values each individual and is committed to fostering an environment ensuring any person entering the premises will be treated fairly and equally, irrespective of the aforementioned criteria. Students can be confident they'll study in an environment marked by mutual respect where they can articulate their diverse needs and know they will be acknowledged.

Stay Campus London Ltd. - c/o Hallmark Estates Limited, 46 Great Marlborough Street, Soho, London W1F 7JW
www.sclinternationalcollege.com | info@sclinternationalcollege.com | +44 (0)203 141 7539
Company Number: 09877237



We hold ourselves to high standards, ensuring that the diverse needs of all students are recognised and met. This commitment extends from recognising legislative and regulatory requirements to setting and achieving key equality goals.

5. Prohibited Behaviours

No form of intimidation, bullying, or harassment is tolerated. Discrimination, whether direct or indirect, based on any protected characteristic, is strictly prohibited.

6. Reporting and Redress

If a student believes they have faced discrimination, they should inform the Welfare Manager, Denisa Sava or the Academic Director, Gary Speirs. The matter will be addressed promptly. Complaints will be managed confidentially and in line with the College's Complaints Procedure. We ensure that individuals voicing concerns will not experience any form of retaliation.

7. Responsibilities

The Principal has the overarching responsibility for the implementation and review of this policy. Staff members have a duty to uphold and champion the principles of this policy in their roles. Students are encouraged to celebrate diversity, respect their peers, and uphold the college's values.

8. Training and Awareness

Regular training and awareness programmes are provided to ensure all members are informed of their rights and duties regarding equality and diversity.

9. Review

This policy is reviewed annually to ensure it aligns with relevant legislation and mirrors the values and aims of SCL International College.

Last Reviewed: June 2023 by Paul Clarke and Gary Speirs

Stay Campus London Ltd. - c/o Hallmark Estates Limited, 46 Great Marlborough Street, Soho, London W1F 7JW
www.sclinternationalcollege.com | info@sclinternationalcollege.com | +44 (0)203 141 7539
Company Number: 09877237