



Equal Opportunities Policy

The success of English Study Camps as an organisation depends upon making the best use of the various abilities of *all* our employees. With this in mind, the school is committed to providing equality and fairness for all job applicants and employees and not to discriminate against anyone because of their gender (including sex, marital status, or gender identity), race (including ethnic origin, skin colour, nationality, and national origin), disability, sexual orientation, religion, belief, or age. In addition, English Study Camps will not discriminate against anyone who is associated with another individual who is protected under equality legislation. We oppose all forms of unlawful and unfair discrimination.

All employees will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. The school is also committed to preventing discrimination of any type against its employees by third parties such as, suppliers, customers, and the general public.

The responsibility for upholding this commitment is shared by, and is intended to benefit, every employee.

Wherever it is practical, English Study Camps will make reasonable changes to the work environment or work practices that prove necessary to ensure that employees with specific needs, including those with an impairment, are given the same opportunity as unimpaired individuals in fulfilling their roles effectively.

Breaches of this Equal Opportunities Policy by an employee will be regarded as misconduct and could lead to disciplinary proceedings. If an employee has any concern, personal or otherwise, about discrimination, they should speak to the Centre Manager or the Director of Young Learners for confidential advice. Allegations of discrimination by an employee will be handled promptly, seriously, and in confidence through the Disciplinary Policy (Staff). Allegations of discrimination by a third party should be made to the English Study Camps Centre Management Team or to the Director of Young Learners as promptly as possible after its first occurrence.