



EQUALITY POLICY

AS ADOPTED BY THE BOARD OF DIRECTORS

ON MAY 14, 2012

TO BE REVIEWED AGAIN IN MAY 2014

OUR MISSION STATEMENT

Global Schoolroom is dedicated to sharing educational experience between communities worldwide to help eradicate poverty, promote economic development and build sustainable communities.

OUR FIVE GUIDING PRINCIPLES

Education has the power to enlighten one another and expand each individual's scope for opportunity.

A primary education for every child is essential (the UN's Millennium Development Goal for universal education).

Sharing good educational practices enriches the collective educational experience and widens the cultural horizons of everyone involved.

Forging respectful links between educational partners works to their mutual benefit.

Working directly with teachers and communities is the best way to build a strong framework for high standards of teacher training which, once in place, can be delivered by sustainable local networks.

OUR POLICIES

Global Schoolroom's policies are proofed against our Mission Statement and Guiding Principles and aim to reflect best international practice.

STATEMENT OF EQUALITY

Global Schoolroom confirms its commitment to develop, maintain and support a comprehensive policy of equality within the organisation. It aims to create the conditions whereby all stakeholders are treated equitably regardless of gender, ability, sexual orientation, race, ethnicity, religious beliefs, age, marital status or family status.

Global Schoolroom is committed to policies and practices that provide equality of opportunity for all, protect the dignity of all stakeholders and promotes respect for others. All stakeholders are required to take personal and individual responsibility to comply with these policies in order to ensure they behave in a non-discriminatory way, and do not participate in any acts of inappropriate behaviour, harassment or bullying.

All employment/volunteering decisions (i.e., the recruitment and selection, promotion, training and development, and treatment of all individuals) in the organisation are based on merit, abilities, suitability, and qualifications. Global Schoolroom will not tolerate discrimination, bullying, harassment or sexual harassment by one employee/volunteer or group of employees/volunteers against another or others for any reason.

Global Schoolroom is committed to promoting a friendly and harmonious working environment where every employee/volunteer is treated with respect and dignity, and in which no one feels threatened or intimidated.

Global Schoolroom also ensures management at all levels actively support, encourage and implement equality in the workplace. To this end, management has a responsibility to ensure that any complaints of breaches of this policy are investigated thoroughly and reported to the CEO in a timely manner.

Stakeholders can raise concerns and make reports without fear of reprisal. All complaints will be treated confidentially as far as is reasonably practicable.

TERMS AND CONDITIONS

IRISH LAW

You must respect the laws of Ireland and specifically, but not exclusively, be aware of your responsibilities under Irish law.

GLOBAL SCHOOLROOM POLICIES

In addition, there are policies in a variety of areas, which Global Schoolroom Directors, Management, Staff, Volunteers and all other participants must be aware of and operate under where these policies are relevant.