



Gender Equality Policy

1. Purpose

School for Life Foundation (“SFL”) recognises the diverse contributions that are made all genders, and believes that being the most effective organisation requires input from all gender perspectives. This policy describes SFL’s approach and commitment to gender equality and how these principles are promoted and embedded within SFL.

2. Scope and Responsibility

This policy applies to all employees and volunteers working with SFL, along with contractors, consultants, interns, visitors and Board members and partner organisations with whom SFL interacts.

SFL also expects all partner organisations and providers to uphold these principles and urges them to adopt similar policies within their own businesses.

The Gender Equality Policy is overseen by School for Life’s Board of Directors, and administered by the CEO and COO.

3. SFL’s Commitment to Gender Equality

SFL recognises that women often have less recourse than men to legal recognition and protection, as well as lower access to public knowledge and information, and less decision-making power from both within and outside the home. Women in many parts of the world frequently have little control over fertility, sexuality and marital choices. These systemic factors reduce women’s participation and often increases their vulnerability to health and social issues. This policy represents SFL’s organisational commitment to take a cohesive and co-ordinate approach to gender equality. It has been drafted to help staff and volunteers to ensure that our work improves the lives of both women and men and promotes gender equality. This policy is closely aligned with SFL’s Diversity and Inclusion policy, and should be read in conjunction with that policy.

Definition of Gender Equality

Gender Equality gives women and men the same entitlements to all aspects of human development, including economic, social, cultural, civil and political rights; the same level of respect; the same opportunities to make choices; and the same level of power to shape the outcomes of these choices.

4. Gender Equality Principles

SFL recognises the important perspectives that both men and women bring to the workplace, and that encouragement and support of all genders is essential to obtain a healthy balance of voices and perspectives in the decision-making process. Gender Equality is an internationally-recognised human right, and SFL is committed to promote the realisation of human rights and the elimination of injustice for all genders.

Through both our organisational workforce and within our schooling operations, SFL is committed to promoting and upholding the following principles:

- Gender Equality is a fundamental right, and a premise upon which we will operate our business and our schools
- We will work with both men and women to ensure that the principles of Gender Equality become embedded, and that specific actions are taken to instil the need for, and benefits of, gender equality
- Women and girls will be empowered throughout our organisation and in all aspects of our work programs, and where required we will prioritise work which specifically raises the status of women
- Our internal practices, and ways of working, will reflect and demonstrate our commitment to Gender Equality

5. Strategies to achieve Gender Equality

SFL is fundamentally committed to advancing the cause of Gender Equality within its organisation, and will seek to achieve this through:

- Obtaining a thorough understanding of the different experiences, capacities, concerns and needs of women and men, and use these to shape the way we analyse, plan, implement and evaluate our work;
- Seeking to ensure the full participation and empowerment of women in all areas of our work, and promoting women's and girls' rights as human rights, particularly in the areas of abuse and violence
- Modelled behaviours in our workforce and in our educational operations, which will address the policies, practices, ideas and beliefs that perpetuate gender inequality and prevent women and girls from enjoying a decent livelihood, participation in public life, protection and basic services
- Ensuring all recruitment and staffing decisions, including remuneration setting and adjustments, and access to advancement opportunities, are done on a merit-based system that does not distinguish or differentiate based on gender
- Providing opportunities across all levels in the organisation for both men and women to advance their careers, incorporating family-friendly work practices that enable both men and women to participate fully in work and family life
- Working with men and women, together and separately, to have a more lasting impact on beliefs and behaviours. We will ensure that any work we do with men supports the promotion of gender equality
- Across both our workforce and our student population, we will seek to have an equal representation of both males and females. We will support women in achieving leadership positions in their communities and societies, and encourage gender balance in all working groups and initiatives

- Ensuring all of our external marketing, fundraising, advocacy and communications respect and uphold our commitment to gender equality including being respectful, using inclusive and positive language and images and avoiding stereotypes with particular attention to those placed on gender