

# Si Ri Panya International School



## **Equality, Diversity & Inclusion Policy**

At Si Ri Panya International School we stand against inequality and discrimination.

The role we play as educators shape the attitudes and behavior of future generations all over the world. We ensure that our students are educated in a way that reflects the world in which they live and instills the importance of equality.

As colleagues, we listen, learn, and take action together, to ensure a zero-tolerance approach to discrimination.

Our Equality, Diversity, and Inclusion Policy sets out how we aim to create an open and inclusive school and workplace where our different backgrounds, skills, and experiences ensure we work together with dignity and respect.

- We make opportunities available to all colleagues and students so their talents and potential can be supported.
- We ensure recruitment, performance, and promotion decisions are based on merit.
- We take serious complaints of bullying, harassment, victimization, and unlawful discrimination in the course of the school's work activities.
- We promote dignity and respect for all where individual differences and the contributions of all colleagues and students are valued.
- We empower colleagues and students to challenge non-inclusive behavior where they see it and equip them for giving feedback.
- We create a school environment free of bullying, harassment, victimization, and unlawful discrimination.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We celebrate the cultural diversity of our community and show respect for all
- We have high expectations of behaviour which demonstrates respect to others:
- We ensure that all reasonable adjustments are made to ensure equality of opportunity

## **Responsibilities**

### **The Headteacher**

It is the headteacher's responsibility to:

- Implement the policy and its strategies and procedures
- Ensure that all staff receive appropriate and relevant continuous professional development
- Actively challenge and take appropriate action in any cases of discriminatory practice
- Deal with any reported incidents of harassment or bullying

## **All Staff**

It is the responsibility of all staff to:

- Be vigilant in all areas of the school for any type of harassment and bullying
- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture
- Promote equality, and good relations and not discriminate on the grounds of any protected characteristics
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society

## **ANTI-RACISM**

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. We endeavour to make our school welcoming to all ethnic groups.

Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have. Every pupil, regardless of race, is expected, and encouraged, to reach their potential by all staff.

## **GENDER EQUALITY**

We are committed to ensuring equal treatment of all our employed, pupils and visitors, regardless of gender, neither males, nor females, will be treated less favourably in any procedures, practices and aspects of school life.

At our school, we will not tolerate harassment of people based on their gender or transgender status. We will endeavour to use and display images which show positive images relating to gender.

Staff at school will challenge gender stereotyping and promote positive role models. Social relationships between boys and girls will be developed and encouraged so that there is mutual respect and understanding between both genders. This will often be explicit in PSHE lessons and implicit across the curriculum.

## **TACKLING DISCRIMINATION**

Bullying and harassment on account of race and gender or sexual orientation are unacceptable and are not tolerated within the school environment. Our school's abhorrence of such behaviours is communicated to pupils, parents and staff. For example, through the curriculum, the Prospectus, newsletters and staff training.

All staff are expected to deal with any discriminatory incidents that may occur, they are expected to know how to identify and challenge prejudice and stereotyping.