

Rationale:

At The International School Bucharest there is a commitment to providing equal opportunities to everyone within the school's learning community including staff, students, parents and visitors to the school. At The International School Bucharest we value, respect and will not tolerate racism, sexism, homophobia relating to gender or sexual orientation, prejudicial attitudes towards culture, religion, special educational needs/disability, bullying or any other form of oppressive behaviour

Discrimination in any form is actively discouraged and students are encouraged to show respect for others. We recognise the important role which school plays in helping to form attitudes and values in young people and will actively promote anti-discriminatory behaviour to prevent anti-social behaviours.

As such, The International School Bucharest will ensure we provide a learning and teaching environment which is free from discrimination.

Education is about maximising opportunities for personal growth and fulfilment. Opportunities will be available to all regardless of ability, age, gender, ethnicity or social back ground. These opportunities are secured through positive action by the school and the community.

At The International School Bucharest we celebrate diversity of culture, race and talents and try to ensure that everyone is given opportunities to value their own contribution to the school and to have this noticed and valued by others. The school's mission statement is to ensure that students from all backgrounds feel that they are an important part of our community.

We seek to give all students equality of opportunity, irrespective of gender, ability, ethnicity or religion. We seek to close the gap between the achievements of different groups of young people so that all have equal opportunities in their adult life and empower them in all areas of life to contribute purposefully to society. This is fully reflected in our school's vision and values, which seek to promote positive relationships between everyone in the school community, building an atmosphere of mutual trust and confidence

Aims

At The International School Bucharest we are committed to the following aspects of equality:

- Ensuring a high quality of education for all students
- Supporting the positive development of personal and cultural loyalties and identities, preparing students for full participation in society
- Promoting the principles of equality, respect, fairness and justice
- Developing universal values and citizenship by celebrating cultural diversity and supporting students to develop positive self-images and self-esteem
- Providing students with equal access to the full range of learning opportunities
- Promoting positive relationships between people of different ethnic groups, challenging stereotyping and prejudice, and acting promptly to remove any forms of direct or indirect discrimination
- Ensuring all recruitment, employment, promotion and training systems are fair to all and providing opportunities for everyone to achieve

What we do to eliminate discrimination, harassment and victimisation and to advance equality of opportunity

- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all
- We take action to close any gaps especially for those students not making sufficient progress in acquiring age-appropriate literacy and numeracy skills
- We use a wide range of teaching strategies to ensure we meet the needs of all students
- We provide support to students at risk of exclusion
- We are alert and pro-active about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality
- We have effective procedures, working in partnership with parents and carers, to identify children with special needs through our student admission meetings
- We prepare students for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our students
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PDC and across the curriculum
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour
- We provide opportunities for students to appreciate their own culture and celebrate the diversity of other cultures

- We provide opportunities for students to learn about the contribution of different cultures to world history
- We provide opportunities for students to listen to a range of opinions and empathise with different experiences

Roles and Responsibilities

The roles of the Principal and the Senior Management Team are to:

- Ensure that school policies take into account equal opportunities
- Implement and review the school's Equalities Policy
- Identify equality barriers and set objectives to address these barriers
- Monitor progress towards achieving equality objectives and review annually
- Ensure that all members of the school community are aware of and implement the policy
- Take seriously reports of discrimination from parents/carers, students or staff by investigating them and ensuring that appropriate action is taken
- Monitor curriculum planning
- Monitor school procedures and organisation
- Undertake initiative to improve provision for all students
- Create an environment which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes positive personal relationship

The Role of Teaching and Support Staff

All teaching and support staff will:

- Promote an inclusive and collaborative ethos both within and outside the classroom
- Challenge prejudice and discrimination
- Deal fairly and professionally with any prejudice related incident that may occur
- Plan and deliver programmes of study and lessons that reflect the school's principles and ethos
- Maintain the highest expectations of success for all students
- Support different groups of students in their classes through differentiated planning and teaching

Visitors

All visitors to the school, including parents and carers are expected to support our commitment to equalities, and comply with the duties set out in this policy.

Monitoring and Reviewing the Policy

We review the information about equalities in the policy annually and make adjustments as appropriate. Our review involves students, staff, and carers.

Written by KW, November 2014