



# Equality and Diversity Policy

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## **Equality and Diversity Policy**

### **Cambridge English School Mangaf Aligned with the British Schools Overseas (BSO) Framework**

## **1. Policy Statement**

Cambridge English School Mangaf is committed to fostering an inclusive, respectful, and safe learning environment in which every individual is valued and treated with dignity. We believe that diversity enriches our school community and strengthens educational outcomes for all students.

The school actively promotes equality of opportunity and is committed to eliminating discrimination, harassment, victimisation, and prejudice in all aspects of school life. This policy underpins our safeguarding responsibilities and supports compliance with the British Schools Overseas (BSO) standards, particularly those relating to student welfare, leadership and management, and spiritual, moral, social and cultural development.

## **2. Policy Aims**

This policy aims to:

- Promote a culture of respect, fairness, and inclusion.
- Ensure that all students and staff have equal access to opportunities and support.
- Prevent discrimination in education, employment, and school activities.
- Encourage positive relationships across cultures, backgrounds, and beliefs.
- Provide clear guidance on responsibilities and procedures.
- Ensure equality and diversity principles are embedded in policies, curriculum planning, and daily practice.

## **3. Scope of the Policy**

This policy applies to:

- All students enrolled at the school
- All staff (teaching, support, administrative, and leadership)
- Governors/owners and volunteers
- Parents and carers
- Visitors, contractors, and external service providers

It covers all school-related activities, including admissions, employment, curriculum delivery, behaviour management, safeguarding, school trips, extracurricular activities, and use of school facilities.

## 4. Legal and Regulatory Framework

This policy is informed by and aligned with:

- British Schools Overseas (BSO) Inspection Framework
- UK Equality Act 2010 (as a benchmark for international best practice)
- Kuwait Ministry of Education regulations and guidance
- UN Convention on the Rights of the Child
- School safeguarding and child protection requirements

While operating within the legal and cultural context of the State of Kuwait, Cambridge English School Mangaf is committed to upholding internationally recognised standards of equality and inclusion.

## 5. Definitions

Equality means ensuring that every individual has fair access to opportunities, support, and resources according to their needs.

Diversity means recognising, respecting, and valuing differences between individuals and groups.

Inclusion means actively removing barriers to participation and ensuring that all members of the school community feel they belong.

## 6. Protected Characteristics and Areas of Diversity

In line with BSO guidance and international best practice, the school recognises diversity in relation to:

- Age
- Disability and special educational needs
- Gender and gender identity
- Race, colour, nationality, and ethnic origin
- Religion or belief
- Language and cultural background
- Socio-economic background
- Family structure
- No member of the school community will be treated less favourably on the basis of any of the above characteristics.

## 7. School Commitments

Cambridge English School Mangaf commits to:

- Students
- Providing a safe, supportive, and inclusive learning environment.
- Identifying and supporting students with additional learning or emotional needs.
- Ensuring fair access to the curriculum, assessment, and extracurricular opportunities.
- Listening to student voice and encouraging participation in school life.
- Staff
- Operating fair recruitment, selection, appraisal, and promotion processes.
- Providing equality and safeguarding training.
- Supporting professional development for all staff.
- Maintaining a workplace free from discrimination or harassment.
- Parents and Community
- Treating parents and carers with respect and fairness.
- Communicating clearly and accessibly.
- Working in partnership to support students' wellbeing and achievement.

## 8. Reasonable Adjustments and Inclusion

The school will make reasonable adjustments to ensure students and staff with disabilities or additional needs are not disadvantaged. This may include:

- Adapted learning materials
- Modified classroom environments
- Additional learning support
- Flexible assessment arrangements
- Pastoral or counselling support
- Provision will be planned in line with the school's SEND / Inclusion Policy.

## 9. Roles and Responsibilities

Proprietor/School Owners

- Ensure compliance with this policy and relevant regulations.
- Provide appropriate resources for implementation.
- School Leadership Team (SLT)
- Lead by example in promoting equality and diversity.
- Ensure the policy is implemented consistently.
- Monitor behaviour, attendance, achievement, and incident data.
- Arrange staff training.

- Report serious concerns to SLT where required.
- Have a Designated Safeguarding Lead (DSL) on-site
- Manage cases involving discrimination that raise safeguarding concerns.
- Ensure procedures are followed where students may be at risk of harm.
- Liaise with the school's legal team when necessary.

#### Staff

- Treat all students and colleagues fairly and respectfully.
- Challenge discriminatory language or behaviour.
- Model inclusive attitudes.
- Report concerns promptly.

#### Students

- Respect differences.
- Follow the Behaviour Policy.
- Report bullying or discrimination.

#### Parents and Carers

- Support school values and policies.
- Raise concerns appropriately and constructively.

## 10. Curriculum and Teaching Practice

The school promotes equality and diversity through:

- A broad and balanced curriculum.
- PSHE, SMSC, and moral education programmes.
- Teaching about respect, tolerance, and global citizenship.
- Inclusive classroom strategies.
- Representation of diverse cultures and perspectives in learning resources.
- Assemblies and themed awareness events.

## 11. Behaviour, Bullying, and Discrimination

Cambridge English School Mangaf operates a zero-tolerance approach to discrimination and harassment.

This includes, but is not limited to:

- Racist behaviour or language
- Religious intolerance
- Disability-related bullying
- Sexist or gender-based harassment
- Homophobic or transphobic language
- Cyberbullying

All incidents will be:

- Reported
- Recorded
- Investigated promptly
- Addressed in line with the Behaviour and Safeguarding Policies
- Communicated appropriately to parents where relevant
- Serious or repeated incidents may result in disciplinary action.

## 12. Reporting Concerns and Complaints

Concerns may be raised by students, parents, or staff through:

- Class teacher or form tutor
- Faculty or Middle Leader
- Designated Safeguarding Lead
- Member of the Senior Leadership Team
- All complaints will be managed in accordance with the school's Complaints Policy and within agreed timelines.

## 13. Monitoring, Evaluation, and Impact

The school will:

- Maintain records of behaviour and discrimination-related incidents.
- Monitor admissions, attainment, attendance, and exclusions for patterns of inequality.
- Review staff recruitment and progression data.
- Collect feedback from students, staff, and parents.
- Report findings to school leadership.
- Actions will be taken where concerns are identified.

## 14. Training and Awareness

The school will provide:

- Induction training for new staff on equality and safeguarding.
- Regular refresher training for all staff.
- Age-appropriate education for students on respect and diversity.

## 15. Data Protection and Confidentiality

All information relating to equality concerns or complaints will be handled sensitively and in line with data protection requirements. Information will only be shared on a need-to-know basis.

## 16. Related Policies

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- Staff Code of Conduct
- Admissions Policy
- Complaints Policy

This policy demonstrates Cambridge English School Mangaf's commitment to inclusive education and compliance with the British Schools Overseas (BSO) inspection framework.

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