

Diversity and Inclusion Policy

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Approved by	Governing Body
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Vision: Leading in education, with an Islamic identity, according to locally and internationally approved standards

AT AFIA, we recognize that equality of opportunity is fundamental to fostering excellence in education and building a supportive, inclusive community. Fairness and opportunity for all are basic rights, and we are fully committed to eliminating unlawful and unfair discrimination in all forms.

We value the unique perspectives and contributions that a diverse workforce and student body brings and are dedicated to creating a culture that embraces openness, fairness, and transparency. AFIA does not and will not discriminate based on age, disability, gender pregnancy or maternity, race (including colour, nationality, and ethnic or national origins), religion or belief.

Our commitment extends to ensuring that no individual is disadvantaged by any irrelevant factor, fostering an environment where diversity is celebrated, and everyone can thrive.

As an educational establishment, we are well positioned to educate not only our pupils, but our staff and the communities we serve. It is our aspiration to build a culture where difference is valued, understood and respected.

Policy Statement:

AFIA is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race (including Aboriginal and Torres Strait Islanders), language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school. Richmond West Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community, and we will not tolerate behaviour, language or practices that label, stereotype or demean others.

Scope:

This policy represents a commitment to a common set of values and objectives. All employees, students, board of trustees, and governing body are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be managed in line with AFIA Disciplinary Policy and Procedure.

This policy applies to:

- 1. Education** - teaching and learning, enrolment, student management, student services, curriculum development and delivery
- 2. Provision** of goods and services - extracurricular activities, camps, excursions, parent–teacher interviews, access to facilities, school events outside school hours, school sport
- 3. Employment** at the school- recruitment, allocation of duties, employment conditions, access to benefits such as training, promotion and leave.

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Policy Aims:

The aims of this policy are to:

- develop ethos to respect and value all people.
- actively advance equality of opportunity.
- prepare pupils to embrace life in a diverse society.
- promote good relations amongst people within the communities within which we work.
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour.
- deliver equality and diversity through our school policies, procedures, training and practice.
- make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities.
- take effective action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural misconceptions.
- monitor the implementation of equality and diversity within our schools.
- ensure that our policies and procedures are fair, transparent and in line with our culture and ethos, and our legal and statutory responsibilities.
- ensure decisions, behaviour and actions align with our ethical leadership framework.

2. Roles and Responsibilities:

1. The Governing Body is responsible for approving this policy and ensuring it is applied fairly and consistently. The GB delegates responsibility for monitoring the achievement of the objectives and their impact to the senior leadership team at AFIA.
2. The SLT is responsible for ensuring that all stakeholders adhere to this policy. They will ensure that suspected breaches are investigated, and breaches are managed swiftly, effectively, fairly and consistently. SLT must ensure they implement this policy fairly and equitably, seeking guidance, clarification and support as and when required.
3. The HR Department is responsible for ensuring that all employees are aware of this policy and associated procedures. If employees have queries or concerns, they may wish to speak to their line manager or HR for further advice and guidance.
4. All employees must promote equality and diversity, and they must actively respond to any incidents of unfair discrimination related to protected characteristics perpetuated by pupils, staff or visitors.
5. Pupils are responsible for respecting others in their language, behaviour and actions and they must adhere to our equality and diversity policies, procedures and practices.

Discrimination

Any form of discrimination is unacceptable at AFIA. Discrimination may be direct or indirect –

Direct discrimination means treating someone unfairly or less favorably because of one of the personal characteristics listed above.

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Indirect discrimination happens when a rule, policy or requirement unnecessarily or unreasonably disadvantages a person or group of people because of a protected personal characteristic they share.

Harassment is unacceptable at AFIA. Harassment is behaviour (through words or actions) based on the personal characteristics listed above that are unwanted, unasked for, unreturned and likely to make our school an unfriendly or uncomfortable place by:

- humiliating (putting someone down)
- seriously embarrassing
- offending (hurting someone's feelings) or
- intimidating (threatening someone so they behave in a certain way).

Bullying, harassment and other forms of inappropriate behaviour targeting individuals because of their personal attributes will not be tolerated in our school community. Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about that behaviour to ensure that inappropriate behaviour can be addressed. AFIA will take appropriate measures, consistent with its policies, to respond to discriminatory behaviour or harassment at our school. Students that are involved in bullying or harassing others based on their personal attributes will be supported to understand the impact of their behaviour.

Sexual Harassment

Sexual harassment is unacceptable at AFIA. Sexual harassment is an unwelcome sexual advance; or any other sexual behaviour that a reasonable person would know or expect would offend, humiliate, seriously embarrass or humiliate another. Sexual harassment is not only unlawful during working hours or on school premises. Sexual harassment is unlawful if it occurs at any work-related function or activity; including conferences, work functions, business trips and social events. Sexual harassment can extend to unwanted invitations, telephone calls, emails or SMS messages outside of working hours.

Racial and Religious Vilification

Any form of racial and religious vilification is unacceptable in AFIA. Vilification is behaviour (through words or actions) that incites hatred, serious contempt for, revulsion or severe ridicule of another person or group of people on the grounds of their race or religious belief.

Workplace bullying is unacceptable at AFIA. Bullying is unreasonable behaviour that is intimidating, threatening or humiliating and repeated over time or occurring as part of a pattern of behaviour. Bullying can be physical, verbal or indirect, and creates an unfriendly, threatening or offensive environment.

What is not bullying? Reasonable management actions carried out in a fair and reasonable manner are not bullying. Such actions could include setting realistic performance goals, standards and deadlines; not selecting an employee for promotion if they are not the best candidate for the

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position; informing an employee about unsatisfactory work performance; informing an employee about inappropriate behaviour.

Policy Implementation:

We will

- Ensure that all students and members of our school community are treated with respect and dignity.
- Ensure that students are not discriminated against and where necessary, are accommodated to participate in education and all school activities (e.g. schools sports, concerts, excursions, camps) on the same basis as their peers.
- Acknowledge and respond to the diverse needs, identities and strengths of all students.
- Encourage empathy and fairness towards others.
- Challenge stereotypes that promote prejudicial and biased behaviour and practices.
- Contribute to positive learning, engagement and wellbeing outcomes for students.
- Take action to prevent discrimination, harassment, vilification, bullying and victimization and to promote a safe and inclusive school.
- Take immediate and appropriate action to address and resolve any issues and complaints.
- Take action to promote a human rights approach to diversity, inclusion and Equal Opportunity, both in terms of school policy and practice and within its educational activities and culture.

Complaints Procedures

AFIA encourages all members of the school community to attempt to resolve complaints and concerns through the school. All complaints raised by staff, students or parents will be treated confidentially, fairly and consistently, and resolved as promptly as possible. Any member of the school community who raises an issue of discrimination, harassment, bullying or vilification in good faith will not be victimized or otherwise unfairly treated or disadvantaged.