

# EQUALITY AND DIVERSITY POLICY

WRITTEN/LAST REVIEWED BY: MONA EL MASRY  
RATIFIED BY: SLT  
FILE PATH:

DATE: JANUARY 2019  
IMPLEMENTED:  
DUE FOR REVIEW: JANUARY 2022



## 1. CONTEXT

Gulf English School Cairo is a new coeducational school, open since September 2018 to cater for students from 3.6 years to university level entrance, fulfilling its aims and ethos to provide the best possible education for its pupils.

## 2. AIMS AND VALUES

Our school mission states:

We aspire to nurture, support, value and recognise the uniqueness and achievement of every member in all areas of learning in a safe learning environment. We strive to provide a learning experience that develops each individual as a competent, cooperative, compassionate and civilised citizen. We encourage our pupils to look optimistically and positively ahead, excelling and leaving an impact on the world around them.

Every member of GES Cairo is steered towards a commitment to ‘A family of Learning’.

The Equality and Diversity Policy is an expression of our general equality duty contained in the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

**At Gulf English School Cairo we strive to provide the best possible education for our pupils, preparing them for life in and out of Egypt.**

At Gulf English School Cairo we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion and the creation of an inclusive school.

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We aim to:

- provide a secure environment in which all our children can flourish and achieve
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- prepare children for life in Egypt in which children are able to see their place in the local, regional, national and international community.
- actively promote through a broad and balanced curriculum fundamental values
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about different groups of people
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
- publish and share our policies;
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning;
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others;
- ensure all reasonable adjustments are made to ensure equality of opportunity.

### **3. LEADERSHIP AND MANAGEMENT**

Gulf English School Cairo is committed to:

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- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community and eliminate any discrimination or harassment;
- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution;
- working in partnership with families and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity Policy is followed.

### RESPONSIBILITIES

#### SLT

It is SLT'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;
- ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy.

#### 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;

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- identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- promote equality and good relations and not discriminate on grounds of any protected characteristics;
- promote an inclusive curriculum and whole school ethos which reflects our diverse society;
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

### **BREACHES OF THE POLICY**

All breaches of the policy will be rigorously followed up and recorded using the appropriate procedures.

### **4. POLICY PLANNING AND REVIEW**

#### Policy planning and development

- In the planning and development stage of policy-making, we will ensure we have consulted and taken into account stakeholder views.
- All improvement plans will be designed with an element of impact assessment built in to monitor the success of each activity.
- There will be a systematic review of the impact of all policies and procedures on equality and diversity to address any areas of inequality. To do this achievement and attainment is analysed to ensure progress for all, especially in relation to any identified disadvantaged groups; attendance and exclusion data will be reviewed to ensure no over-representation of any one group.

#### Monitoring and Quality Assurance

- Each pupil's progress is monitored and tracked. The resulting data is analysed in respect of protected characteristic, ability or additional needs.

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- In addition to monitoring to rule out potential disadvantage, quality assurance procedures ensure the school meets its duty to positively promote equality and diversity. Subject Leader and Appraisal monitoring and evaluation activities including lesson observations, work scrutiny, discussions with children and monitoring of planning to show evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity.
- The data collected is used to inform further school planning, target-setting and decision-making.