



# المدرسة الهندية النموذجية الجديدة NEW INDIAN MODEL SCHOOL

رقم التصريح التعليمي ٢٠١٨٦، هيئة المعرفة والتنمية البشرية، دبي، ا.ع.م.  
Educational Permit No. 20186, Knowledge & Human Development Authority, Dubai, UNITED ARAB EMIRATES  
Affiliation Nos. CBSE: 6630009, Kerala Board: 43092 (Grade 8 to 10) : 15004 (Grade 11 & 12)



# Policy on Equality and Nationality 2023-2024



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## POLICY ON EQUALITY AND NATIONALITY POLICY

Created Date	March, 2019
Last Reviewed Date	April, 2023
Reviewed By	Assessment Committee
Review Approved on	June, 2023
Approved By	Principal
Date of Next Review	December, 2023
Related Policies	Teaching & Learning Policy, Marking Policy

**Principal: Ms. Karen Robinson**



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## POLICY ON EQUALITY AND NATIONALITY

equality of opportunity and the facilities that it can provide to its diverse student body and prospective students. **Introduction**

New Indian Model School is committed to promoting equality and diversity and promoting a culture that actively values difference and recognizes that people from different background and experiences can bring valuable insights to the teaching and learning environment and enhance the way we deliver our services to our students.

We aim to be an inclusive community where diversity is valued, respected and built upon, with the ability to recruit and retain a diverse student body. Within this framework New Indian Model School specifically refers to measures it has in place to provide

### Statement

We are committed to ensuring that students and prospective students are treated fairly in an environment which is free from any form of discrimination

- All student-related policies, practices and procedures are applied impartially and objectively;
- Equality of opportunity to all and to provide students with the opportunity to develop and realize their full potential.
- New Indian Model School for Learning and Development works towards achieving a diverse student body
- Those students of New Indian Model School can learn and study in an atmosphere of dignity and respect.

### PRACTICAL SUPPORT FOR A DIVERSE WORKFORCE

As a teaching provider committed to diversity and equality New Indian Model School recognizes its success depends on creating a teaching and learning environment which supports the diverse make-up of its staff and students with supporting policies and procedures to create a framework of assistance and support.



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## **TRAINING**

New Indian Model School is committed to ensuring its staff and managers are trained in equality and diversity and aims to ensure that adequate training is provided so that leaders are able to operate this policy.

Diversity and equality forms an integral part of our induction package. Administration staff and Teaching staff will ensure that all new students are made aware of our Equality and Diversity Policy

## **COMPLAINTS AND DISCRIMINATION**

New Indian Model School takes all claims of discrimination very seriously and will take appropriate action against those concerned. Discrimination occurs when someone directly or indirectly treats a person or a group of people unfavorably because of a protected characteristic of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. This covers all behavior - including remarks and insinuation, both verbal and non-verbal - which cause offence.

## **RESPONSIBILITY**

All staff has a responsibility to guard against any form of discrimination and avoid any action which goes against the spirit of this policy. Staff at all levels must ensure that there is no discrimination in any of their decisions or behavior.

This includes the provision that all staff must:

- Report any suspected discriminatory acts or practices;
- Not induce or attempt to induce others to practice unlawful discrimination;
- Co-operate with any measures introduced to ensure equality of opportunity;
- Not Victimize anyone as a result of them having complained about, reported or provided evidence of discrimination;
- Not harass abuse or intimidate others.

All staff has a collective responsibility to ensure this policy is successfully implemented. The Principal and Senior leadership team are responsible for:

- Providing leadership on the equality and diversity strategy and policy, acting as overall champions to ensure the policy is implemented;



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- Communicating the strategy and policy, internally and externally; Teaching staff and administrators at all levels are responsible for:
- Implementing the policy as part of their day-to-day management and in applying policies and practices in a fair and equitable way
- Ensuring equality and diversity issues are addressed in performance.
- Ensuring all staff and students act in accordance with the equality and diversity policy providing necessary support and direction;
- Effectively manage and deal promptly when investigating issues relating to potential discrimination, each member of staff at New Indian Model School is responsible for:
- Implementing the policy in their day-to-day work and their dealings with students.
- Ensuring their behavior is appropriate to the policy and that they treat students with respect and dignity;
- Not discriminating against students
- Notifying their line manager of any concerns with regard to the conduct of other employees, service users, the public or third parties.
- Facilitating training and development initiatives on equality and diversity

## **Stakeholders**

Principal, Senior leadership team ,Teachers,Students,Parents

## **Monitoring and Review**

Policy will be reviewed in April 2024 by Senior Leadership Team, Happiness Head.