

Dated August 2016

Islamia Girls School/Brondesbury College "The School"

Diversity Equality Policy

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## 1. Overview

- 1.2 The School recognises that diversity is a reality of our community that brings significant educational benefits to all students, enabling the creation of learning experiences enriched by different life experiences, varied perspectives, flexibility and creativity.
- 1.3 The School recognises that the richness and diversity of culture and experience that we now enjoy is our heritage. It is the School's policy to accept and celebrate diversity; any form of intolerance is counterproductive and unacceptable.
- 1.4 The School is committed to building an environment where:
  - 1.4.1 All students are treated with dignity and respect as underpinned by the sublime message of the Qur'an.
  - 1.4.2 Diversity is valued.
  - 1.4.3 Stereotypes are questioned.
  - 1.4.4 Bias, bigotry, prejudice and racism are wholeheartedly rejected (as they were by the last messenger of Allah (s.w.t.) peace be upon him).

## 2. General Procedure

- 2.2 The person with overall responsibility for implementing this policy is the Head Teacher, however all staff must act in accordance with this policy and implement it.
- 2.3 In accordance with its legal responsibility, the School will ensure that there is no discrimination against any student for any reason.
- 2.4 All staff in School will take responsibility for challenging stereotypes and all forms of discrimination.
- 2.5 The School will promote equality of opportunity and will investigate all complaints of discrimination.

## 3. Racial Discrimination

The School will promote equal opportunity and good race relations, and will not discriminate against anyone on the basis of:

- Race;
- Colour;
- Nationality or Citizenship;
- Ethnic or National Origin.

#### 4. **Protected characteristics**

The School abides by the Equality Act 2010 and does not discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

The School also does not discriminate because of the sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity of another person with whom the pupil is associated.