



British International Remote School (BIRS) Equality and Diversity Policy

Effective Date:

1. Commitment and Ethos

- 1.1. British International Remote School (BIRS) is resolutely committed to promoting equality, celebrating diversity, and fostering an inclusive online learning environment where every student and staff member feels valued, respected, and supported to reach their full potential.
- 1.2. We believe that diversity enriches our school community.
- 1.3. This policy is guided by the principles of the UK Equality Act 2010 and aims to ensure that no individual is discriminated against, directly or indirectly, on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (the “protected characteristics”).

2. Aims

This policy aims to:

- a) Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.
- b) Advance equality of opportunity between people who share a protected characteristic and those who do not.
- c) Foster good relations between people who share a protected characteristic and those who do not.
- d) Create a welcoming, inclusive, and supportive online environment for all.
- e) Ensure our curriculum, teaching practices, and resources reflect and celebrate diversity.

3. Scope

This policy applies to all members of the BIRS community, including prospective and current students, parents/guardians, all staff (employees, contractors, volunteers), and governors/directors.

4. Key Areas of Implementation

4.1. **Admissions and Enrolment:** BIRS will ensure its admissions process is fair, transparent, and non-discriminatory.

4.2. **Curriculum:** We will strive to provide a curriculum that is inclusive, reflects diverse perspectives, and challenges stereotypes. Resources will be selected with consideration for equality and diversity.

4.3. Teaching, Learning, and Assessment

- a) Teaching strategies will be adapted to meet the diverse learning needs of all students, promoting equal access and opportunity.
- b) Assessment methods will be fair and designed to avoid bias.
- c) We will foster an online classroom environment where all contributions are valued.

4.4. **Accessibility:** BIRS will endeavour to ensure its online platforms and learning materials are accessible to students with disabilities, in line with reasonable adjustments.

4.5. **Behaviour, Bullying, and Harassment:** BIRS has a zero-tolerance approach to any form of discrimination, bullying, or harassment related to protected characteristics. Incidents will be addressed promptly and effectively through the student Code of Conduct (see **Terms and Conditions**).

4.6. Staff Recruitment and Professional Development

- d) BIRS is an equal opportunities employer. Recruitment and selection will be based on merit.
- e) Staff will receive training on equality, diversity, and inclusion.

4.7. **Partnership with Parents and Community:** We will work with parents and the wider school community to promote equality and diversity.

5. Responsibilities

5.1. **The Proprietor/Board of Governors/Directors:** Has overall responsibility for ensuring the policy is implemented effectively.

- 5.2. **Headteacher/Principal & Senior Leadership Team:** Responsible for championing and **promoting** equality and diversity throughout the school, and for ensuring staff are aware of their responsibilities.
- 5.3. **All Staff:** Responsible for upholding the principles of this policy in their daily practice, **challenging** discrimination, and promoting an inclusive environment.
- 5.4. **Students:** Encouraged to respect diversity, treat others with fairness, and report any incidents of **discrimination** or harassment.
- 5.5. **Parents/Guardians:** Encouraged to support the school's commitment to equality and diversity.

6. Addressing Concerns and Complaints

Any individual who believes they have been subjected to discrimination, harassment, or victimisation should report their concerns through the BIRS [Complaints Procedure / Grievance Procedure / to the DSL if safeguarding related]. All concerns will be taken seriously and investigated appropriately.

7. Monitoring and Review

- 7.1. BIRS will monitor the effectiveness of this policy [e.g., through analysis of student data, feedback surveys, review of incidents].
- 7.2. This policy will be reviewed annually, or sooner if required due to changes in legislation or school context.