



British International Remote School (BIRS)

Equality and Diversity Policy

Academic Year 2026–2027

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Policy Owner: The Principal

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Review Date: 13 July 2026

Next Review: July 2027

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1. Commitment and Ethos

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. We believe that diversity enriches our school community.

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 (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

2. Aims

This policy aims to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations and positive virtual interactions between people who share a protected characteristic and those who do not.
- Create a welcoming, inclusive, and supportive online environment for all.
- Ensure our curriculum, teaching practices, and resources reflect, value, 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, and volunteers), and the school's leadership and proprietors.

4. Key Areas of Implementation

4.1 Admissions and Enrolment

BIRS ensures that its admissions process is fair, transparent, and non-discriminatory, in full alignment with the BIRS Admissions Policy.

4.2 Curriculum

We strive to provide a curriculum that is inclusive, reflects diverse global perspectives, and actively challenges stereotypes. Learning resources are selected with careful consideration for equality and diversity.

4.3 Teaching, Learning, and Assessment

- Adaptability: Online teaching strategies are adapted to meet the diverse learning needs of all students, promoting equal access and opportunity.
- Fairness: Assessment methods are fair, objective, and designed to avoid cultural or cognitive bias.
- Inclusivity: We foster a virtual classroom environment where all contributions are valued and respected.

4.4 Accessibility

BIRS endeavours to ensure its Virtual Learning Environment (VLE), online platforms, and digital materials are highly accessible to students with disabilities, in line with making reasonable adjustments for remote learning.

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 and our Anti-Bullying Policy.

4.6 Staff Recruitment and Professional Development

BIRS is an equal opportunities employer. Recruitment, selection, and promotion are based solely on merit.

Staff receive regular training on equality, diversity, and inclusion within the context of remote education.

4.7 Partnership with Parents and Community

We work in active partnership with parents, guardians, and the wider school community to promote equality and diversity at all levels.

5. Responsibilities

The Proprietor

Has overall responsibility for ensuring this policy is implemented effectively, is legally compliant, and is supported by school resources.

The Principal & Senior Leadership Team

Responsible for championing and promoting equality and diversity throughout the school, monitoring its implementation, and ensuring all staff are aware of their responsibilities.

All Staff

Responsible for upholding the principles of this policy in their daily remote practice, actively challenging discrimination, and promoting an inclusive virtual environment.

Students

Encouraged to respect diversity, treat others with kindness and fairness, and report any incidents of discrimination or harassment.

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 immediately:

- **Parents & Guardians:** Please refer to the BIRS Complaints Procedure (Stage 1 or Stage 2) by emailing contact@thebirs.co.uk.
- **Staff:** Concerns should be raised through the BIRS Grievance Procedure.
- **Safeguarding:** If the concern involves a safeguarding risk or harm, it must be reported directly to the Designated Safeguarding Lead (DSL).

All reports will be taken seriously, handled with discretion, and investigated thoroughly.

7. Monitoring and Review

BIRS will monitor the effectiveness of this policy through the analysis of student engagement data, feedback surveys, and regular reviews of behaviour logs.

This policy will be reviewed at least annually by the Principal and the Proprietor, and updated as necessary to ensure continued compliance with relevant legislation and remote-learning best practices.

Related Policies

- BIRS Complaints Procedure for Parents & Guardians
- BIRS Admissions Policy
- BIRS Curriculum Policy
- BIRS Anti-Bullying Policy

British International Remote School (BIRS)

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