

EQUALITIES POLICY 26-27

**International School of Creative Science
Nad al Sheba**



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1. PURPOSE AND COMMITMENT

The International School of Creative Science – Nad Al Sheba (ISCS NAS) is committed to creating and sustaining a community in which all individuals are treated with dignity, fairness, and respect. We actively promote equality of opportunity, inclusion, and positive relationships across our diverse school community, recognising that diversity is a strength which enriches learning, character, and social responsibility.

This policy sets out how the school meets its duties under the Equality Act 2010 (UK) and UAE Law No. 2 of 2015 (Anti-Discrimination and Hatred Law), and how equality is embedded in our culture, curriculum, leadership, and daily practice.

2. LEGAL AND REGULATORY FRAMEWORK

This policy is informed by and aligned with:

- Equality Act 2010 (UK)
- Public Sector Equality Duty
- UAE Law No. 2 of 2015 on Combating Discrimination and Hatred
- Dubai Inclusive Education Policy Framework (2019)
- Human Rights Act 1998
- KHDA and Ministry of Education guidance

The school ensures compliance with all relevant national and international expectations while operating sensitively within the cultural and legal framework of the UAE.

3. OUR CORE VALUES AND EQUALITY

Equality is promoted through the school's values of:

- **Integrity** – fairness and honesty in all actions
- **Tolerance** – respect for differences of culture, belief, ability, and background
- **Collaboration** – shared responsibility for inclusion
- **Courage** – challenging prejudice and injustice
- **Compassion** – care, empathy, and support for others

These values underpin all relationships, policies, and decisions. The school's Barakah framework helps bring these values to life through daily interactions and reflections.

4. PROTECTED CHARACTERISTICS

In line with the Equality Act 2010, the school actively seeks to eliminate discrimination and promote equality of opportunity relating to members of our community with protected characteristics.

The school promotes equality and dignity for all individuals and addresses protected characteristics as defined in relevant legislation, applied sensitively and in line with UAE law and cultural context.

All actions are undertaken with cultural awareness, legal compliance, and respect for community values.

5. SCOPE OF THE POLICY

This policy applies to:

- Students
- Staff
- Parents
- Governors and Board members
- Volunteers
- Contractors and visitors
- Applicants for employment or admission

Everyone associated with the school has a responsibility to uphold its principles.

6. EQUALITY IN PRACTICE

The school ensures equality and inclusion by:

a) Teaching and Learning

- Delivering a curriculum that is accessible, inclusive, and free from bias
- Monitoring resources to ensure they promote respect and do not reinforce stereotypes
- Providing differentiated support to meet diverse learning needs
- Embedding values of respect, empathy, and fairness through PSHE, assemblies, and form time

b) Admissions and Employment

- Ensuring recruitment and selection processes are fair, transparent, and merit-based
- Making reasonable adjustments for applicants and staff with additional needs
- Promoting equal access to professional development and leadership opportunities

c) Accessibility and Inclusion

- Implementing a three-year Accessibility Plan covering physical access, curriculum access, and information access
- Following the Dubai Inclusion Framework to support students of determination
- Working in partnership with parents and external professionals

d) School Culture and Relationships

- Maintaining a safe, welcoming, and respectful environment
- Actively celebrating diversity within the school community
- Promoting student voice and participation
- Taking a zero-tolerance approach to bullying, harassment, and discriminatory behaviour

7. REPORTING CONCERNS AND INCIDENTS

Any student, staff member, parent, or visitor who experiences or witnesses discrimination may report concerns through:

- Tutor, Head of Year, or Pastoral staff
- Safeguarding team
- Senior Leadership Team
- HR Department (staff)
- Formal Complaints or Grievance Procedures

All incidents are recorded, investigated, and addressed promptly, with outcomes monitored and reported to leadership.

8. TRAINING AND AWARENESS

The school ensures that:

- All staff receive equality and safeguarding training as part of induction
- Annual refresher training is provided
- Leaders receive enhanced training on equality, inclusion, and safeguarding
- Volunteers and contractors are briefed on expectations
- Students are taught about respect, fairness, and responsibility through curriculum and enrichment activities

9. MONITORING, EVALUATION, AND IMPACT

Equality is monitored through:

- Behaviour and incident logs
- Safeguarding and pastoral records
- Student voice forums
- Staff and parent feedback
- Curriculum audits
- Training records
- Inclusion and SEND data
- Leadership reviews and learning walks

The Senior Leadership Team reviews equality data termly, and the Principal reports annually to the Board on progress, trends, and areas for improvement.

10. ROLES AND RESPONSIBILITIES

Governors

- Ensures statutory compliance
- Monitors policy effectiveness
- Holds leaders to account for equality outcomes

Principal

- Has overall responsibility for implementation
- Ensures equality is embedded in strategy, culture, and operations
- Reports annually to the Board

Senior Leadership Team

- Implements policy in daily practice
- Monitors incidents, data, and training
- Leads continuous improvement

All Staff

- Promote inclusion and respect
- Challenge discrimination
- Support students equitably
- Model professional and ethical behaviour

Students

- Treat others with respect
- Report concerns
- Contribute positively to school culture

11. BREACHES OF THE POLICY

Any breach of this policy will be dealt with through:

- Behaviour Policy (students)
- Disciplinary Procedures (staff)
- Complaints Procedure (parents and external parties)

Sanctions will be proportionate, fair, and educational.

12. REVIEW OF POLICY

This policy is reviewed annually and updated in response to:

- Changes in legislation
- Inspection findings
- School self-evaluation
- Community feedback
- Incident analysis



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