



AL BASMA BRITISH SCHOOL

Policy: Equal Opportunities Policy

Approved/reviewed by	
Governors/Head of Centre	
Date of next review:	September 2024

This plan is reviewed annually to ensure compliance with current regulations

Our Commitment to Equal Opportunities

At Al Basma British School, we are firmly committed to fostering an inclusive and diverse

school community where every individual is treated with respect and dignity. Our Equal Opportunities Policy outlines our dedication to ensuring that everyone in our school – regardless of their age, race, gender, disability, sexual orientation, religion, or any other characteristic – has an equal shot at opportunities and experiences, as mandated by the Equality Act 2010.

Our Goals

1. Equality for All: Our primary aim is to create a welcoming environment where all students, staff, parents, and visitors are treated fairly and with the utmost respect, no matter where they come from or who they are.
2. Ending Discrimination: We are resolute in our efforts to eradicate discrimination, harassment, victimization, or any other form of unfair treatment within our school community.
3. Celebrating Diversity: We actively promote diversity and strive to build a community that reflects the rich tapestry of backgrounds and experiences that our students and staff bring.
4. Reasonable Accommodations: We will go the extra mile to accommodate individuals with disabilities, making reasonable adjustments to ensure they can fully participate in the life of our school, as required by the Equality Act 2010.
5. Positive Relationships: At Al Basma British School, we encourage positive relationships and mutual respect among all members of our community, fostering an atmosphere of tolerance and understanding.
6. Training and Awareness: We will provide training and awareness programs for staff and students to ensure they understand and embrace this policy in their daily interactions, in compliance with the Equality Act 2010.

Putting Our Policy into Action

1. Admissions: Our admissions process will be transparent and free from discrimination, ensuring that all prospective students have an equal opportunity to apply and be considered for admission, as outlined in the Equality Act 2010.
2. Curriculum: Our curriculum will embody the principles of equality and diversity, taking into account the varied needs and backgrounds of our students, in line with the Equality Act 2010.
3. Teaching and Learning: Our teachers will be encouraged to employ teaching methods that cater to diverse learning styles and abilities, embracing differentiated instruction as a key strategy, as encouraged by the Equality Act 2010.
4. Student Support: For students with disabilities, we will provide additional support and

reasonable adjustments to guarantee their full engagement in school activities, as mandated by the Equality Act 2010.

5. Staff Recruitment and Development: We are committed to hiring and promoting staff members based on qualifications, skills, and experience, without any form of discrimination, in accordance with the Equality Act 2010. Staff will have equal access to professional development opportunities.

6. Addressing Discrimination: We will establish clear procedures for reporting and handling incidents of discrimination, harassment, or victimization, in accordance with the Equality Act 2010. All reported cases will be taken seriously, and appropriate actions will be taken.

Ongoing Review and Monitoring

We will regularly review our Equal Opportunities Policy to assess its effectiveness and relevance, ensuring that it aligns with the requirements of the Equality Act 2010. Our school leadership team, in collaboration with staff and the governing body, will closely monitor and evaluate progress in promoting equal opportunities and addressing discrimination. Any necessary adjustments or improvements will be promptly implemented.

In Conclusion

Al Basma British School is fully committed to providing an inclusive and equal opportunity environment for every member of our school community, as mandated by the Equality Act 2010. Our Equal Opportunities Policy is the foundation of our commitment to diversity, equality, and the eradication of discrimination, ensuring that each person has the chance to reach their full potential within our school.

We will ensure that this policy is communicated effectively to all staff, students, parents, and visitors, and its principles will be upheld and championed throughout our school community, in strict compliance with the Equality Act 2010.