



Newton British Academy
Barwa City

Equality and Diversity Statement

Policy Date: June 2022 – June 2025

Review Date: June 2024

**“An international community of learners striving for
excellence and celebrating success”**

Introduction

Newton British Academy, Barwa City, we value the individuality of all our students, parents and staff. At NBA we are a truly international school with students and staff from over 70 countries represented in our educational institution. Diversity is instilled in everything that we do as a school through our School values.

At NBA we celebrate the cultural diversity of our students, parents and staff, as we work together in unison to help create a positive learning environment. We are committed to giving all our students every opportunity to achieve the highest of standards. We do this by taking account of students' varied experiences and needs, we offer a broad, balanced and inclusive curriculum, and have high expectations of all our students.

Aims

At NBA we respect and celebrate difference and the benefits this brings to our school, equality and diversity is at the heart of everything that we do.

Responsibilities:

Staff

- We do not discriminate against anyone, be they staff, pupil, parent or the wider academy community on the grounds of age, race, ethnicity, religion, faith or belief, attainment, age, disability, gender, sexual orientation, gender reassignment or background (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and governors treat visitors, volunteers, contractors and former staff members.
- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone

Students

- We promote the principle of fairness and justice for all through the education that we provide. Celebrate richness and diversity of Qatari and British Society and help prepare our children for their part in the world in line with MoE expectations and local culture
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the academy
- Use the ethos of the schools and curriculum to actively challenge perceived prejudices and stereotypical views of gender, sexuality, origin, disability or religion and challenge these views when they occur
- We constantly strive to remove any forms of indirect discrimination that form barriers to learning for some groups
- We value each pupils' worth, we celebrate the individuality and cultural diversity of the community centred on the schools in our academy and we show respect for all minority groups
- Through positive educational experiences and support for each individuals legitimate point of view, we aim to promote positive social attitudes and respect for all
- Promote a positive self-image in all children and young people and to celebrate individuality in accordance with their needs to foster good relations across all protected characteristics

“No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite”

Nelson Mandela