



# Diversity, Equity & Inclusion Policy

June 2021

St. Julian's is an inclusive international school with a diverse community. This diversity is one of our greatest strengths and one we value. In order to nurture this diversity, it is essential that we actively foster equality of opportunity and inclusion. We believe every member of our community should feel that they belong at St. Julian's, be respected and valued for who they are. By doing this we will ensure everyone can be the best they can be in an environment that enables our Reason to Believe.

The St. Julian's Reason to Believe and Shaper Profile make our stance on Diversity, Equity and Inclusion clear. As a community we will:

- Show **compassion**, empathy and respect to each other and ourselves.
- Be **curious** and open-minded so that we can see the world from different perspectives.
- Develop a culture of **collaboration** in which different people from diverse backgrounds and with diverse ways of thinking work together to strive for a brighter future.
- **Communicate** effectively, so that we listen to each other and have the confidence to freely express and challenge ideas in a supportive and constructive way.
- Have the **courage** to stand up for what is right and to be agents of positive change.
- Commit to being a community of active **citizens** shaping a more just and inclusive society.

We will develop systems and structures to foster inclusion and value diversity through:

- Academic and pastoral systems and curriculum
- Safeguarding and Child Protection systems
- Admissions processes
- Marketing and communications
- Recruitment and retention processes
- Stakeholder communication (including staff/student/parent voice and parent workshops)
- Mechanisms for creating space to listen to our community
- Professional development programmes for staff.

We will apply this to everyone in our school community irrespective of:

- Age
- Gender identity
- Marriage and civil partnership
- Nationality and culture
- Neurological diversity
- Physical diversity

- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation
- Socio-economic background

This Policy has links to the following policies: Admissions, Anti-bullying, Recruitment, PSHE, Child Protection & Safeguarding and Pay & Remuneration.