



ST. JULIAN'S
SCHOOL FOUNDED IN 1932

Diversity, Equity & Inclusion Policy

Updated June 2023. Revised for the academic year 2025/26.

St. Julian's is an inclusive British 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 for 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 **global 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 (see the appendix for the DEI statement that is included in all online advertisements).
- 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 the Employee Benefits Chapter of the Staff Handbook.

Appendix: Diversity, Equity and Inclusion Statement

St. Julian's School is committed to a culture of diversity, equity and inclusion. Diversity is a core value at St. Julian's. We are passionate about building and sustaining an inclusive and equitable working and learning environment for all students and staff. We believe every member of our team enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and discover, design and deliver solutions.

POLICY APPROVAL	
Reviewed	June 2023
Next review	September 2025