



*Newton International Academy, Barwa*

# Anti-Discrimination and Equity Policy for Newton International Academy Barwa

*An International Community of Learners,  
Striving for Excellence and Celebrating  
Success*



**NEWTON**  
INTERNATIONAL  
ACADEMY | **BARWA**

*Approved by: Senoir Management Team  
Date Approved: September 2026  
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Review Cycle: Annual*

## Vision

An international community of learners striving for excellence and celebrating success.

## Mission

We aim to provide the highest quality of education possible for our students of all abilities. In doing so, we aim to positively encourage each student to achieve academic excellence, enjoy creative diversity, develop critical thinking skills, and become lifelong learners and responsible citizens. To achieve this, we will provide a diverse education in a safe, supportive environment that promotes self-discipline and motivation. We will provide and maintain a calm, trusting, and caring atmosphere where teaching and learning are meaningful and developed. We will work in partnership with our staff, students, parents, and the wider community to achieve our vision.

## Aim

The aim of this Anti-Discrimination and Equity Policy is to ensure that all members of the Newton International Academy community are treated with dignity and respect, regardless of their background or characteristics. This policy seeks to promote equality, eliminate discrimination, and foster an inclusive environment where all students, staff, and stakeholders can thrive.

## Rationale

Newton International Academy Barwa is committed to creating a learning environment that is free from discrimination, harassment, and victimisation. We recognise that diversity enriches our school community and enhances the educational experience for all students. This policy is designed to uphold the principles of equality and equity, ensuring that all individuals are treated fairly and have equal access to opportunities and resources.

### Newton Group Values:

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| <br>Support | <br>Honesty | <br>Respect | <br>Transparent Communication | <br>Social Responsibility | <br>Personal Accountability | <br>Environmental Awareness | <br>Empathy | <br>Diversity |
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## Definitions of Key Terms

### 1. Discrimination:

Any unjust or prejudicial treatment of individuals based on characteristics such as race, ethnicity, nationality, gender, sexual orientation, disability, religion, or age. This includes both direct discrimination (treating someone less favourably) and indirect discrimination (implementing policies that disproportionately disadvantage a group).

**2. Equity:** The principle of fairness and justice in the distribution of resources and opportunities. Equity involves recognising the different needs of individuals and providing the necessary support to ensure everyone has equal access to education and school activities.

### Scope of the Policy

This policy applies to all members of the Newton International Academy community, including:

- **Students:** All students enrolled at the academy, including those with Special Educational Needs (SEN) and English as an Additional Language (EAL).
- **Staff:** All teaching and non-teaching staff members, including administrative personnel.
- **Parents and Guardians:** All parents and guardians of students enrolled at the academy.
- **Visitors:** Any visitors to the school, including contractors, volunteers, and community members.

### Roles and Responsibilities

**1. School Leadership:** The Principal and senior management team are responsible for overseeing the implementation and effectiveness of this policy, ensuring that all staff are trained and aware of their responsibilities.

**2. Teachers and Staff:** All staff are expected to promote inclusivity, address discrimination, and support students from diverse backgrounds. They should model respectful behaviour and create an environment where all students feel valued.

**3. Students:** Students are encouraged to support their peers, report incidents of discrimination, and engage in activities that promote inclusivity and respect for diversity.

**4. Parents and Guardians:** Parents are invited to participate in school events and discussions related to diversity and inclusion, reinforcing these values at home.



## Support Mechanisms

- **Counselling Services:** The school will provide access to counselling services for students who experience discrimination or harassment, ensuring they receive the necessary emotional support.
- **Peer Support Groups:** Establish peer support groups that promote inclusivity and provide a safe space for students to discuss their experiences and concerns.
- **External Agencies:** Collaborate with external organisations that specialise in diversity and inclusion to provide additional support and resources for students and staff.

## Communication of the Policy

- **Staff Training:** This policy will be communicated to all staff through training sessions, ensuring they understand their roles in promoting equity and addressing discrimination.
- **Student Orientation:** New students will receive information about the policy during orientation sessions, emphasising the importance of respect and inclusivity.
- **Parent Meetings:** The policy will be shared with parents during school meetings and events, encouraging their involvement in promoting an inclusive environment.
- **Accessibility:** The policy will be made available in multiple languages to ensure all members of the school community can understand its contents.

## Policy Statement

### 1. Commitment to Equality:

- Newton International Academy Barwa is committed to promoting equality and diversity in all aspects of school life. We will not tolerate any form of discrimination based on race, ethnicity, nationality, gender, sexual orientation, disability, religion or belief, age, pregnancy or maternity, or any other characteristic protected by law.

### 2. Legal Compliance:

- This policy complies with the principles outlined in the Equality Act 2010, the Children and Families Act 2014, and relevant guidelines from the Department for Education (DfE) UK, Council of International Schools (CIS), and the Ministry of Education and Higher Education (MOEHE) in Qatar.



### 3. Promotion of Inclusivity:

We will actively promote an inclusive culture where all members of the school community feel valued, respected, and empowered. This includes:

- Providing reasonable adjustments and support for students with disabilities.
- Ensuring that teaching materials and practises reflect the diverse backgrounds of our students.
- Encouraging participation from all students in school activities, regardless of their background.

### 4. Training and Awareness:

All staff will receive training on anti-discrimination, equity, and inclusion to ensure they understand their responsibilities and the importance of fostering a supportive environment. This training will include:

- Understanding the impact of unconscious bias.
- Recognising and addressing discriminatory behaviour.
- Implementing inclusive teaching strategies.

### 5. Reporting and Addressing Discrimination:

Any incidents of discrimination, harassment, or bullying will be taken seriously and addressed promptly. The school will:

- Provide clear procedures for reporting incidents.
- Investigate all complaints thoroughly and sensitively.
- Take appropriate action to resolve issues and support affected individuals.

### 6. Monitoring and Evaluation:

The school will regularly monitor and evaluate the effectiveness of this policy and its implementation. This will include:

- Collecting and analysing data on student performance and participation across different groups.
- Reviewing policies and practises to ensure they align with our commitment to equality and diversity.
- Engaging with students, staff, and parents to gather feedback and improve our practises.

### 7. Community Engagement:

We will work in partnership with parents, guardians, and the wider community to promote equality and diversity. This includes:

- Engaging with local organisations and groups to support our initiatives.
- Encouraging open dialogue with parents and the community about diversity and inclusion.



## Celebrating Diversity

- Cultural Awareness Days: The school will organise events that celebrate different cultures and backgrounds, promoting understanding and respect among students.
- Diversity Training: Offer workshops and training sessions for staff and students to enhance their understanding of diversity and inclusion.
- Showcasing Talent: Encourage students to share their cultural heritage through presentations, performances, or exhibitions.

## Data Collection and Reporting

- Incident Reporting: The school will establish a clear process for reporting incidents of discrimination, ensuring confidentiality and support for those involved.
- Data Analysis: Regularly collect and analyse data on incidents of discrimination to identify trends and inform policy improvements.
- Transparency: Share findings with the school community to promote accountability and demonstrate the school's commitment to addressing discrimination.

## Links to Other Policies

- Behaviour Policy: Ensure alignment with the school's Behaviour Policy, which addresses bullying and harassment.
- Bullying Policy: Reference the school's Bullying Policy to demonstrate how it complements the Anti-Discrimination and Equity Policy.
- Safeguarding Policy: Highlight the connection to the Safeguarding Policy, ensuring that all students are protected from harm and discrimination.

## Conclusion

Newton International Academy Barwa is dedicated to fostering an environment of equity and inclusion for all students and staff. By implementing this Anti-Discrimination and Equity Policy, we aim to create a school culture that values diversity, promotes respect, and ensures that every individual has the opportunity to succeed.

This policy will be reviewed regularly to ensure its effectiveness and relevance to our school community.

