



The Newton Group

<http://newtonschoools.sch.qa/>

An international community of learners striving for excellence and celebrating success

EQUAL OPPORTUNITIES POLICY

Last Reviewed Date: 17th June 2025

Reviewed by: Principal: Patrick Salvage

Next Review Date: 17th June 2026

This policy has been adapted from the Newton Group policy.

Our Vision

‘An international community of learners striving for excellence and celebrating success’

Our Mission

We aim to provide the highest quality of education possible for 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 wider community to achieve our vision.

Policy Statement

The Newton Group believes that excellence will be achieved through recognising the value of every individual. We therefore aim to create an environment in all schools that respects the diversity of staff and pupils from all different global backgrounds, enabling everyone to achieve their full potential to contribute fully, and to derive maximum benefit and enjoyment from their involvement in life within the Newton Group. Staff, parent and pupil wellbeing is central to our work and must be taken into account in all decision making. We oppose all forms of unlawful and unfair discrimination.

Alignment with School Ethos

At NIS-Lagoon, we believe in nurturing the whole child through our ethos of *Growing Minds, Happy Hearts, Together We Thrive*. Our Equal Opportunities Policy is embedded within our values of Personal Accountability, Support, Respect, Empathy, Transparent Communication, Honesty, Diversity, Environmental Awareness and Social Responsibility. Through this, we promote a community where wellbeing, intercultural understanding and inclusive practices underpin every decision.

Responsibility and Monitoring

We recognise that we have a statutory duty to implement an equal opportunities policy. The schools HR Manager, Senior Leadership Team and Principal have overall responsibility for implementing this policy and for ensuring compliance in all of our schools. However, every member of the school community is expected to be responsible for preventing unfair discrimination where it is within their control to prevent.

Purpose

In the UK, the Equality Act 2010 (the 'Act') replaced all existing equality legislation such as the Relations Act, Disability Discrimination Act and Sex Discrimination Act. There is now a general **duty of equality**, which extends to all the protected characteristics under the Act.

In brief the purpose of this **Equal Opportunities Policy** is to:

- Create an environment of mutual respect and tolerance, where wellbeing is at the centre of decision making.
- Offer everyone the same opportunities to fulfil their potential through appraisal, continuing professional development and promotion.
- Encourage pupils, parents and staff to value the diversity of our school and broader community in Qatar, reflecting our vision of *compassionate global citizenship*.
- Challenge all forms of prejudice and discrimination for example that based on disability, race, religion, gender or age.
- Value staff and students and celebrate individuality and cultural diversity within the schools' community
- Promote inclusivity through curriculum, CPD and leadership opportunities that reflect our core values and international-mindedness.

Our Environment

The Newton Group is committed to developing and maintaining a working environment which encourages all members of staff to contribute fully to the life and work of the schools, and which is supportive of the dignity and the self-esteem of individuals.

- We aim to be an equal opportunities employer, committed to a policy of equal access to employment opportunities, training and development.
- Subject to the operational requirements of each school section, we aim to give reasonable consideration to members of staff whose personal circumstances change and will attempt to accommodate these in accordance with legal requirements, by varying working arrangements, retraining or through redeployment where possible.

Teaching and Learning

We aim to create an environment where:

- all pupils can contribute fully and feel valued

- We incorporate inclusive pedagogical approaches such as DR ICE (Direct, Reflective, Independent, Collaborative, Experiential), Thinking Moves and the “I do, We do, You do” model to support equal access to high-quality learning experiences. Lessons are structured to promote collaboration, curiosity, independence and metacognition, ensuring equitable progress for all learners.all pupils can contribute fully and feel valued
- teaching takes account of pupils’ cultural background, linguistic needs and different learning styles
- cultural traditions are valued and made meaningful to pupils
- learning experiences are structured to enable pupils to make connections with their own lives and experiences
- pupils are encouraged to challenge stereotypes and to develop the skills necessary to detect bias and challenge discrimination
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Curriculum and Planning

- We aim to give all pupils equal access to a broad and balanced curriculum meeting the statutory requirements of the National curriculum for England, along with the Qatar Ministry of Education requirements for the teaching of Arabic, Islamic studies and Qatar History. In addition, recognition that we are a global community is an essential part of curriculum planning across the school and opportunities to express and explore this are made available through a broad and balanced curriculum.
- We aim to give all pupils equal access to a broad and balanced curriculum where all pupils have equal access to resources and activities.
- When creating resources, we use inclusive language and avoid reinforcing stereotypes.
- School events and the curriculum are planned to incorporate the principles of equality and to encourage thoughtful responses to and positive attitudes towards diversity.
- Pupils are given opportunities to explore concepts and issues relating to identity and equality through citizenship lessons, P4C, assemblies etc.
- Curriculum planning includes the promotion of global citizenship, intercultural understanding and environmental awareness, aligned with Qatar’s National Vision 2030 and the UN Sustainable Development Goals. Our curriculum encourages pupils to explore identity, respect diversity and actively engage with issues of social justice and sustainability.
- Extra-curricular activities and trips cater for the interest and capabilities of all pupils.
- The Newton Group operates in support of Qatar’s National Vision 2030 - this is reflected in our involvement in a wide range of activities to support community-based projects, creating opportunities for students to develop a wider sense of social responsibility and environmental awareness.

Pupils’ Personal Development and Pastoral Care

- The aim of our pastoral system is to promote socially responsible behaviour, emotional well-being, respect for others and mutual tolerance, maintaining the standards of a civilised community.
- Pastoral support takes account of religious and ethnic diversity and the experiences and needs of particular groups.

- Our pastoral care system champions emotional wellbeing, mutual respect and culturally sensitive practices. It is underpinned by our school values and includes P4C to foster reflective, respectful dialogue among students. Staff receive CPD and induction training that includes inclusive strategies and the promotion of equality in behaviour expectations and emotional support.
- All staff are expected to operate consistent systems of rewards and sanctions, in accordance with the Ministry of Education guidelines.

CPD

- All staff receive annual professional development on equality, inclusive practices, global citizenship and character education. New staff are inducted into our inclusive culture through a values-driven programme that includes safeguarding, wellbeing and diversity awareness.

Equal Opportunities (in UK Law) - the four kinds of unlawful behaviour:

The Act defines four kinds of unlawful behaviour – *direct discrimination, indirect discrimination, harassment and victimisation*.

Direct discrimination – is where someone is treated less favourably because of one or more protected characteristics as listed below:

- Disability
- Race
- Religion
- Gender and Equal Pay
- Pregnancy and Maternity / Paternity

Indirect discrimination – occurs when a provision, criterion or practice, is applied generally but has the effect of putting someone with a particular characteristic at a disadvantage, when compared to people without that characteristic.

What is harassment?

We define harassment as any unwanted physical, sexual, verbal or non-verbal conduct which has the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident *can* amount to harassment. It also includes treating someone less favourably because they have submitted or refused to submit to such behaviour in the past.

What is bullying?

Bullying is offensive, intimidating, malicious or insulting behaviour, involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. Power does not always mean being in a position of authority but can include both personal strength and the power to coerce through fear or intimidation. Bullying can take the form of physical, verbal and non-verbal conduct.

What is victimisation?

Victimisation is less favourable treatment of someone who has complained or given information about discrimination or harassment.

Protected characteristics

- **Disability**

Wherever possible the Newton Group will strive to make reasonable adjustments to the workplace or to the way the work is done, as a means of limiting the effect of the disability. The school will take into account how much the changes will cost and how much assistance can reasonably be given.

- **Race**

Race is a broad term defined as including colour, nationality and ethnic origin. The Newton Group will not discriminate against a job applicant or employee or treat them less favourably because of their race. We will ensure pupils of any race are not singled out for different or less favourable treatment from that given to other pupils and have good practices in place, to protect unfair or less favourable treatment of such pupils.

- **Religion**

The Newton Group does not discriminate against job applicants or employees or treat them less favourably because they follow a particular religion or philosophical belief.

- **Gender and Equal Pay**

The Newton Group does not discriminate, either directly or indirectly between men and women during the employment relationship. Equal treatment, in respect of pay, terms of contract and employment, must be given to men and women for doing equal work.

- **Pregnancy and Maternity / Paternity**

The Newton Group does not discriminate against a job applicant or employee by treating him/her un-favourably during the relevant protected period, while exercising the right to ordinary maternity / paternity leave.

Health and Safety

The Newton Group recognises and accepts responsibility as an employer for providing, so far as reasonably practicable, a safe and healthy environment for its employees, pupils and visitors.