

NEWTON INTERNATIONAL ACADEMY SMASH



EQUALITY AND ANTI- DISCRIMINATION POLICY

POLICY REVIEWED

July 2025

POLICY TO BE REVIEWED

July 2026





Equality and Anti-Discrimination Policy

Updated: July 2026

Updated by S Hardy

Review: July 2027

Our Vision

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

Our Mission

The school promotes intercultural understanding and global citizenship through its curriculum, service-learning opportunities, student leadership programmes and community engagement activities in line with CIS accreditation expectations. To achieve this, we provide a rich and inclusive education in a safe, supportive environment that encourages self-discipline and motivation. We maintain a calm, trusting and caring atmosphere where meaningful teaching and learning thrive. We work in partnership with our staff, students, parents, and the wider community to achieve our vision.

Policy Statement

NIA Smash celebrates the diversity of its international community, which includes students and staff from a wide range of national, cultural, linguistic, and religious backgrounds. This diversity is viewed as a strength and enriches the educational experience of all members of the school community.

Responsibility and Monitoring

We recognise our statutory duty to implement and monitor an equal opportunities policy. The school's HR Manager, Senior Leadership Team (SLT), and Principal are responsible for overseeing implementation and compliance. However, all members of the school community share the responsibility to prevent and challenge discrimination where they encounter it.

Purpose

The Equality Act 2010 replaced earlier anti-discrimination laws in the UK. This policy supports our legal and moral duty to promote equality within the school.

The objectives of this policy are to:

- Promote an environment of mutual respect, fairness, and tolerance.
- Ensure equal access to training, professional development, and promotion for all staff.
- Encourage pupils, parents and staff to value the rich diversity of the schools, society and wider community in Qatar.
- Challenge discrimination and prejudice in all forms.
- Value individuality and celebrate cultural diversity within the school community.

Respect for Qatari Culture and Islamic Values

Whilst promoting equality, as an international school in Qatar we actively recognise and respect:

- Islamic values
- Qatari traditions
- Arabic language and culture
- National Identity

Respect for the Host Country

NIA Smash recognises its responsibility as an international school operating within the State of Qatar. The school actively promotes respect for Islamic values, Qatari culture, traditions, customs and national identity. All members of the school community are expected to demonstrate respect for the laws, values and cultural expectations of Qatar whilst also valuing the diversity of our international community.

British Values

In line with British educational expectations, we are committed to promoting:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those with different faiths and beliefs

These values are embedded across our curriculum, assemblies, and daily school life.

Safeguarding Commitment

This policy aligns with our safeguarding and child protection policies and is compliant with Keeping Children Safe in Education (KCSIE). Staff are trained to understand how discrimination and exclusion may pose safeguarding risks. The school recognises that discriminatory language, prejudice-based bullying, racist incidents and harassment may constitute child-on-child abuse. Such concerns will be investigated and responded to in accordance with safeguarding procedures.

Online Discrimination and Cyberbullying

The school recognises that discrimination, prejudice and harassment may occur through digital technologies, social media, online gaming, artificial intelligence platforms, and messaging applications. Such incidents will be addressed in accordance with the Behaviour Policy, Online Safety Policy and Safeguarding Policy.

Special Educational Needs and Disabilities

NIA Smash is committed to ensuring that pupils with Special Educational Needs and Disabilities (SEND) are able to participate fully in school life. Reasonable adjustments and appropriate support will be implemented wherever possible to remove barriers to learning and participation.

Our Environment

The Newton Group is committed to promoting an inclusive and supportive work and learning environment which encourages all members of staff to contribute fully to the life of the schools, and where all individuals are treated with dignity and respect. As an equal opportunities' employer, NIA Smash:

- Provides fair access to employment, training, and promotion opportunities.
- Subject to the operational requirements of each school section, we aim to consider 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

Our inclusive classroom approach ensures:

- All students feel safe, valued, and included.
- Lessons are responsive to cultural backgrounds, learning styles, and linguistic needs.
- Cultural traditions are valued and meaningful to pupils.
- Resources avoid stereotypes and promote positive representation.

Curriculum and Planning

- All students have equal access to a broad and balanced curriculum that meets the National Curriculum for England and Qatar Ministry of Education requirements (Arabic, Islamic Studies, Qatar History).
- We use inclusive language in materials and promote positive, respectful attitudes.
- Pupils are given opportunities to develop their understanding of being a global citizen and explore concepts and issues relating to identity and equality, through Citizenship lessons, P4C, Character Education lessons and assemblies.
- Our extra-curricular programme is inclusive and accessible, developing pupil interest and building community cohesion.
- Through initiatives and projects, we contribute to Qatar National Vision 2030 by encouraging global citizenship, social responsibility and environmental awareness.

Pupils' Personal Development and Pastoral Care

Our pastoral care supports:

- Emotional well-being, empathy, mutual respect and tolerance, as well as socially responsible behaviour.
- Recognition and response to the cultural and religious diversity of students.
- A consistent application of rewards and sanctions, following MoE and British safeguarding principles.

Equal Opportunities - Definitions of Unlawful Behaviour (Equality Act 2010)

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

- Direct Discrimination – Treating certain individuals less favourably.
- Indirect Discrimination – Applying a rule or policy that disadvantages certain individuals.
- Harassment – Unwanted conduct that creates an intimidating or hostile environment.
- Victimisation – Less favourable treatment of someone who has complained about or supported a complaint of discrimination.

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.

Protected Characteristics and Inclusion Principles

As a British international school, NIA Smash is guided by the principles of equality, dignity and respect contained within the Equality Act 2010 whilst operating within the legal framework and cultural expectations of the State of Qatar.

- Disability – Wherever possible the Newton Group will provide reasonable adjustments to reduce barriers to learning and work.
- Race – Includes colour, nationality, ethnic or national origins. All racial groups are treated equally. We will ensure pupils of any race are not singled out for different or less favourable treatment from that given to other pupils.
- Religion or Belief – We respect all religions and philosophical beliefs.
- Equal Pay – The Newton Group does not discriminate, either directly or indirectly between men and women during the employment relationship. Equal pay and treatment are ensured for men and women performing equal work.
- Pregnancy and Maternity / Paternity – We support and protect staff and students during and after pregnancy and paternity.
- Age – We ensure equal treatment regardless of age.

Anti-Racism Commitment

NIA Smash has zero tolerance for racism, racial harassment, racial stereotyping or discriminatory language. Any incidents of racism will be recorded, investigated and addressed through the school's behaviour and safeguarding procedures.

Health and Safety

NIA Smash accepts its responsibility to provide, as far as reasonably practicable, a safe and healthy environment for all staff, students, and visitors.

Monitoring and Review

This policy is reviewed annually by the Senior Leadership Team and school Principal. Relevant data (e.g. behaviour incidents, attainment by groups) is monitored to ensure continuous improvement and compliance with equality standards.

The Senior Leadership Team will monitor:

- Behaviour and bullying incidents
- Racist incidents
- Attendance data
- Academic progress of different groups
- Participation in extra-curricular activities
- Recruitment and staff development opportunities
- Safeguarding concerns linked to discrimination

Monitoring outcomes will be used to identify trends and inform school improvement planning.