



## Saint Andrew's International High School

# DIVERSITY EQUITY INCLUSION JUSTICE & BELONGING (DEIJB) POLICY

**Policy Approval Date:** October 2025

**Review Cycle:** Biennial

**Next Review Date:** October 2027

## General Statement

Saint Andrew's International High School (SAIntS) is committed to fostering a diverse, equitable, and inclusive community where all students, staff, and stakeholders feel a strong sense of belonging. We recognise that embracing diversity enriches our learning environment, promotes fairness, and ensures that all individuals are treated with dignity and respect. We actively acknowledge and celebrate the unique backgrounds, perspectives, and identities of our school community.

## Rationale

This policy establishes our commitment to Diversity, Equity, Inclusion, Justice, and Belonging (DEIJB) by ensuring that everyone at SAIntS has fair access to opportunities, proactively addressing barriers to participation, and fostering a school culture where all individuals feel valued. It aligns with international standards, COBIS expectations, and our school's ethos of respect, tolerance, collaboration, and excellence.

## Aims

- To embed DEIJB principles in all aspects of school life, including curriculum, recruitment, and student leadership.
- To create an inclusive and welcoming environment for all students, staff, and stakeholders.
- To ensure that school policies and practices promote fairness and equitable treatment.
- To provide all students with access to high-quality education, free from discrimination.
- To eliminate barriers to opportunities based on race, ethnicity, gender, disability, religion, sexual orientation, socioeconomic background in accordance with the Malawian constitution.

## Objectives

- Ensure that diversity is recognised and celebrated in teaching, learning, and school activities.
- Promote a culture where all voices are heard and valued.
- Implement fair and transparent recruitment, promotion, and admissions processes.
- Provide training and development opportunities to raise awareness and embed inclusive practices.
- Establish clear procedures for reporting and addressing discrimination, bias, or exclusion.
- Regularly review and update school policies to reflect best practices in DEIJB

## Equal Opportunities

At Saint Andrew's International High School (SAIntS), we are committed to ensuring equal opportunities for all students, staff, and stakeholders. We believe that every individual should have fair access to education, employment, and resources, free from discrimination or bias.

**Our Commitment:** SAIntS does not discriminate based on race, ethnicity, gender, disability, age, religion, sexual

orientation, socioeconomic background, or any other protected characteristic. We actively promote fairness, respect, and inclusion in all aspects of school life.

### For Students

- Fair Admissions & Scholarships – All students have equitable access to enrolment, financial support, and academic opportunities.
- Inclusive Learning – Teaching, assessment, and co-curricular activities are designed to accommodate diverse needs and remove barriers to success.
- Support for Additional Needs – Reasonable adjustments and tailored support are provided for students requiring extra assistance.
- Zero Tolerance for Discrimination – We foster a safe environment where bullying, harassment, or exclusion is not tolerated.

### For Staff

- Fair Recruitment & Career Progression – Hiring, promotion, and training decisions are based on merit, skills, and experience.
- Equal Pay & Benefits – Staff with similar roles, qualifications, and experience receive equal pay and opportunities.
- Professional Development – Training and CPD opportunities are accessible to all staff based on identified needs.
- Workplace Inclusion – We ensure a supportive and inclusive working environment, valuing diverse perspectives.

### Reporting & Accountability

- Any concerns regarding discrimination, unfair treatment, or bias can be reported to the HR Manager or Designated Safeguarding Lead.
- All reports will be handled confidentially, fairly, and in a timely manner.
- The Board of Governors oversees policy implementation and ensures compliance with best practices.
- Complaints raised in regard to this policy will follow the processes and procedures of the External Complaints Policy

## Procedures and Implementation

### Curriculum and Teaching

- The curriculum shall reflect and respect diverse perspectives, backgrounds, and identities.
- Teachers shall use inclusive teaching strategies to ensure all students can engage meaningfully.

### Recruitment and Employment

- All recruitment processes shall be fair, transparent, and based on merit.
- The school shall ensure equal access to professional development and career progression.

### Reporting and Addressing Concerns

- Any staff or student experiencing discrimination, harassment, or exclusion may report it to the designated safeguarding or HR officer.
- All concerns shall be taken seriously and addressed in a fair and timely manner.

### Governance and Accountability

- The Board of Governors shall oversee the implementation of this policy and ensure compliance.
- The school shall conduct regular reviews and collect feedback from staff, students, and parents to assess the effectiveness of DEIJB initiatives.

**Staff link (role): HT and HR manager**