



## Anti-Discrimination Policy

### Policy Statement

First Assalam School is committed to providing a supportive and exclusive learning environment where all staff, students, parents and visitors are treated with respect and dignity, irrespective of their nationality, gender, religion, disability, ethnicity and/or other characteristics. Any kind of discrimination, bullying or harassment will be strictly prohibited in the school and will not be tolerated in any situation.

The school is committed to foster an environment of equal opportunities, mutual respect, inclusion for everyone and valuing diversity. The school firmly believes in and aims to establish a culture of acceptance and tolerance, to ensure every individual associated with the school feels safe and welcomed.

### Scope

The policy applies to, but is not limited to, all students, staff members, parents, stakeholders and visitors associated with First Assalam school. It encompasses all aspects of school life, including classroom activities, student interactions, staff interactions, general behaviours, activities and communication on and off school grounds when related to school matters.

### Prohibited Conduct

1. Discrimination against any individual based on characteristics such as nationality, gender, race, colour, or physical attributes like height and weight is prohibited. The school shall not tolerate any unequal treatment towards individuals, segregating or excluding individuals from activities or events.
2. Harassing or bullying any individual such as verbal insults, offensive jokes, threatening or physical intimidation is unacceptable. Any individual creating a hostile or intimidating environment will be held accountable for his/her actions.
3. Retaliating against individuals reporting any discriminative or bullying incidents is also prohibited, including any threats or harsh language used towards them.

### Reporting and Investigation

Any act of discrimination witnessed or experienced in the school should be immediately reported. Reports can be made verbally or in written forms to teachers, staff members,

administrators or through the complaint/suggestion forms available on the school's official website.

It is crucial to maintain the confidentiality of any individual who reports such an incident.

Upon receiving a report, the Senior Leadership Team (SLT) at First Assalam School will promptly investigate the incident. All investigations will be conducted without any bias and partiality. Each case will be dealt with considering the situation and circumstances involved in it.

### **Consequences**

Upon completing the investigation, appropriate actions will be taken to address the issues, including but not limited to disciplinary actions, warning letters, counselling, educating, or taking any further necessary measures. The school maintains the right to inform the guardians/parents of any student found involved in the act of discrimination, if deemed necessary.

The school shall maintain a written record of all the Discrimination Incidents reported, to identify any patterns with situations or individuals. The aim is to ensure the incidents are not repeated.

### **Prevention**

First Assalam School will provide training at the start of every academic year on how to identify and prevent discrimination, supporting the victims of discrimination and speaking up against any unjust treatment of individuals. The school will implement educational workshops and programs aimed at preventing prohibited conduct on and off school premises, educating the school community about their rights and responsibilities and to promote a diverse and inclusive culture across the school.

### **Conclusion**

First Assalam school recognized the value and need to uphold the principles of equality, equity, inclusion and diversity. The school constantly strives to create a positive, safe and fair community where everyone can excel and reach their full potential.

The Anti-Discrimination policy, in addition to the Anti-Bullying policy and Behaviour policy will be communicated to all the members of the school community through emails, and orientation meetings. The policy will be regularly reviewed and updated as needed to reflect any changes in laws, regulations and best practices.