

## **Inclusion and Diversity Policy**

### **Our Mission Statement**

*Since 1955, St Giles have created a family of schools, fostering a community made up of long-term international relationships. We have built on our experience and committed ourselves to constant improvement and high quality. We aspire to treat students as individuals and to empower them to find their voice, and to create the conditions for an immersive English language learning journey both inside and outside our classrooms.*

At St Giles, we celebrate the richness of our diverse student body, representing over 100 different countries with a wide array of social and religious backgrounds, educational experiences, and family histories. We are deeply committed to fostering an inclusive environment that values diversity and ensures everyone is treated fairly and with respect.

### **Definitions**

#### **Inclusion**

Creating an environment where all individuals feel valued, respected, and supported, allowing them to fully participate in all aspects of school life.

#### **Diversity**

The presence of differences within our community, including but not limited to nationality, age, gender, race, religion, sexual orientation, and disability.

In line with current UK legislation, including the Equality Act 2010, we aim to ensure that our policies and practices reflect our commitment to inclusion and diversity across the following areas:

#### **Nationality**

We embrace the diverse backgrounds of our students. Regardless of where you come from, you are an integral part of the St Giles international community, which thrives on tolerance and openness.

#### **Age**

We recognise that age should not lead to less favourable treatment in any aspect of our services.

#### **Religion and Belief**

We respect the right of every individual to practice their religion or hold personal beliefs, ensuring these do not interfere with fair treatment in our school.

#### **Extremism**

St Giles is dedicated to maintaining a safe and welcoming learning environment. We actively promote values of tolerance and mutual respect.

#### **Disability**

Our best attempts will be given to make reasonable adjustments to support your needs and protect your rights against discrimination, if there are not overriding health and safety concerns and that we can make reasonable provisions to facilitate your learning needs and personal care.

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### **Gender**

We believe in treating all individuals equally, regardless of gender, gender identity, marital status, or family responsibilities, ensuring that everyone feels safe and respected.

### **Race**

All students have the right to be treated with fairness and dignity, regardless of their place of birth, ethnic background, or skin colour.

### **Sexual Orientation**

We uphold the principle that your sexual orientation—whether gay, lesbian, bisexual, or heterosexual—should not disadvantage you in any way.

### **Promotion of Inclusion and Diversity in English Language Learning**

At St Giles, we recognize the unique challenges and opportunities that foreign students face while studying English in the UK.

We are committed to creating an inclusive environment that respects and celebrates the cultural diversity of our students.

Our curriculum and teaching methods are designed to accommodate various learning styles and cultural perspectives, ensuring that every student feels welcomed and valued.

We also emphasize the importance of diversity among our staff. Many of our staff members come from different cultures and countries and bring a wealth of international experience and perspectives to the classroom.

This not only enriches the learning experience for our students but also fosters an environment of mutual respect and understanding.

We encourage open dialogues about cultural differences, which help bridge gaps and promote inclusion within our community.

St Giles is committed to ensuring that every student has the opportunity to benefit fully from the educational experience we offer.

We strive to create an atmosphere where everyone feels welcome and valued, regardless of nationality, colour, race, ethnic or national origin, religion or belief, sex, gender, gender identity, sexual orientation, age, marital status, or disability.

**If you have any concerns regarding inclusion and diversity or any other issues, please contact a member of staff or the Principal.**

***Policy Reviewed: September 2024.***