



Equal Opportunities Policy

Please see [Brighton College Dubai Policies and Guidelines](#)

1. Policy Statement

It is the policy of Brighton College Dubai to promote equal opportunities for all pupils and staff and to foster an atmosphere in which no person discriminates or is discriminated against, on grounds such as race, gender or culture. Brighton College Dubai does not tolerate discrimination of any kind. Furthermore, it is our policy to promote interest, empathy and understanding of the needs, abilities and differences of all individuals.

2. Aims

- To give every member of the school a sense of worth and personal esteem.
- To enable individuals to develop and grow to their full potential.
- To recognise that all individuals have both abilities and needs.
- To avoid stereotyping.
- To avoid attaching negative language to any group.
- To encourage mutual respect.
- To celebrate differences between people of all races and cultures whilst acknowledging that people have much in common.
- To provide positive role models for pupils of all backgrounds.
- To value the role of parents and the wider community in the school.

3. Practice and Procedure

The school promotes and values diversity and differences.

- Visitors are invited into the school to discuss their culture, celebrate festivals, talk about their disabilities and difficulties and share their experiences.



- Issues are addressed with the children in circle times, assemblies and PSHE lessons. These times are also used to help the children deal with any inappropriate comments and attitudes that they may encounter.
- Children's comments are taken seriously and may be addressed to the Senior Leadership Team by class teachers or tutors.
- Staff who display inappropriateness will be challenged by a senior member of staff who will take relevant action. Issues of inappropriate attitudes and comments may also be raised in staff appraisals.
- Our systems for rewarding children ensure that both effort and achievement are recognised in all areas of school life.
- There is sensitivity to religions and cultural customs in all areas of school life, including diet and uniform.

4. Gender

- The school fosters equal rights and opportunities to pupils regardless of gender.
- Wherever and whenever possible girls and boys are taught, socialise and are rewarded in the same way without distinction.
- The school ensures that in the language it uses at all times there is due consideration for the issues of gender and bias.
- In class there is a mix of boys and girls.

5. Curriculum

- Some re-grouping according to ability takes place within the year group as appropriate for specific subject teaching.
- The school strives to make the curriculum accessible to all regardless of ability, race, culture or physical disability.
- We ensure that stereotyped images of subjects are avoided.
- Through the use of individual education plans, we ensure that the needs of pupils of determination are met.

6. Assessment and Record Keeping

- The Head Master and the CLT members are responsible for ensuring that the needs of all pupils are met. They liaise with staff, parents and external agencies as appropriate. They oversee the writing of reports and the keeping of records.



7. Staffing and Resources

- Heads of Department, Heads of Year, form teachers and class teachers all play a vital role in ensuring that the principles and practice of our Equal Opportunities Policy are adhered to throughout the school.
- Brighton College Dubai is an equal opportunities employer and as such all prospective and present employees are given the same opportunities in terms of employment conditions, career prospects and pay. It is however recognised that within the school setting there are certain jobs where the gender of the applicant would be an appropriate consideration, e.g. supervision of changing rooms etc.
- The school will endeavour to seek and provide teaching resources which reflect our ethos and avoid stereotypes.
- The school will seek to use the diversity of its pupils, their parents and the communities from which they come, as important resources.

8. Approved by

Policy to be reviewed and checked annually by the Head Master.

Head Master on behalf of the College:

Simon Crane, Head Master

Chair on behalf of the Governors:

Mrs Nilay Ozral, Board Member



Change History Record

Version No.	Description of Change	Owner	Date of Issue
1.0	No changes made	Jane Clewlow	9/09/2021
2.0	Annual Update	Simon Crane	14/04/2022

Brighton College Dubai Policies and Guidelines

Policy Statement

Brighton College Dubai policies have been developed by the College Leadership Team (CLT) with input and guidance from the Brighton College network, including Brighton College UK.

Policies reflect current best practice.

At the time of writing, policies aligned with the following:

- KHDA Guidance and Guidelines for Private Schools
- MOE United Arab Emirates School Inspection Framework
- DSIB School Inspection Supplement
- The College's Academic Plan written for KHDA approval
- Standards for British Schools Overseas (DfE)
- COBIS Accreditation and Compliance
- Bloom Education and Bloom Holding policies where applicable

Should any regulations change or develop further, the policies will be reviewed to ensure continued alignment.

Policy Structure

Policies will show the date of writing and reviews on them. Version control will also be in place. Should there be an error or inaccurate fact in any policy, a CLT member should be notified.

Policy Development

Policies will continue to be developed as strategic priorities are set.

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