

THE BRITISH SCHOOL OF BAHRAIN



Diversity, Inclusion and Equality Policy

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1.0 Introduction

1.1 The British School of Bahrain (BSB) is committed to promoting Diversity, Inclusion and Equality.

2.0 Audience & Scope

2.1 This policy statement applies to all permanent and temporary employees, agents and contractors. It is intended to complement statutory protection and local policies and, for the avoidance of doubt, statutory rights will not be affected in any way by this policy.

3.0 Summary

3.1 BSB believes that inclusiveness, diversity and equality are fundamental to helping students leave BSB with outstanding academic results, a love of learning, confidence and a firm value system that arms them to embrace the challenges life throws at them in their future endeavours. We know that this is underpinned by having an amazing team of highly talented and diverse staff and as a leading employer, we strive to create environments where all colleagues feel empowered, supported and are able to bring talents, skills, background and experiences to their roles with dignity and respect irrespective of their cultures, backgrounds or beliefs.

4.0 Expectation

4.1 We expect everyone within BSB to personally understand and recognise the importance of Diversity, Inclusion and Equality and work together as a team to ensure we implement a zero-tolerance approach to discrimination of any form. This means not discriminating because of age, disability, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, and taking accountability and responsibility for ensuring that if they see any instance in contradiction of this they take appropriate steps to intervene to report this.

4.2 Everyone who works within or in partnership with BSB in any capacity commits to ensure they are working with this in mind at all times and actively promoting an inclusive, diverse and equal environment.

5.0 Approach

5.1 BSB is committed to developing its approach to diversity, inclusion and equality in pursuit of an ever more progressive and inclusive environment for staff and students. We recognise as the leading global group of premium Schools that much of our activity is focused on a

well-rounded and balanced education for our students, however for our staff some of our activities include:

5.1.1 Every single leader being accountable for upholding the Inspired Leadership standards and ensuring that colleagues in their teams have access to the right resources and opportunities to practice to embed a culture of inclusivity;

5.1.2 Creating forums for colleagues to feed into D&I practices and help to build solutions applicable across the group .

5.1.3 Only partnering with external senior search firms who can ensure a diverse pool of candidates are reached and who confirm they are members of the voluntary code of conduct on diversity & best practice (or equivalent) or have committed to maintaining equivalent high standards;

5.1.4 Having robust recruitment processes for all staff appointments which are outlined in our 'Safer Recruitment Guidelines' – ensuring that stages of selection are run transparently and fairly to eradicate beliefs or backgrounds or bias being used in any selection decisions;

5.1.5 Annually reviewing the level of diversity of our Senior Leadership Team and taking appropriate action where required to ensure a strong and healthy talent pipeline for our senior leadership and principal/head roles;

5.1.6 Ensuring that all adverts for prospective candidates make it clear that Inspired Education is an active proponent of equality and diversity and actively seeks out individual differences;

5.1.7 With the senior leadership team, regularly review Country; Regional and local policies and procedures in support of this policy including but not limited to: Employee data collection; Colleague feedback; Legislative requirements; Communication and training.

5.1.8 Having in place performance management processes that are transparent, fair and use smart objectives that will be in place for all roles, starting with Senior School Leaders throughout 2021 and 2022;

5.1.9 Providing access to global training resources through a global platform for Staff and HR teams to undertake diversity training ensuring they have the right level of skill to apply to their roles and decisions;

5.1.10 Making reasonable adjustments to accommodate a new or existing colleague, or anyone else we work with that has a pre-existing disability or develops one whilst working with us;

5.1.11 Publishing a Global Whistleblowing Policy and hotline ("Safecall") to allow colleagues in any country and any role to raise concerns regarding serious malpractice related to the

treatment of staff, students or themselves on topics related to diversity or equality, where they feel for whatever reason the issues can't be raised to local management. These issues would be subsequently investigated;

5.1.12 Always following through on our expectation that all colleagues deserve and should demonstrate mutual respect to one another, helping to build a diverse, inclusive and equal culture, whereby any breach of this expectation whether behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the respective policy which could lead to disciplinary action up to and including dismissal.

6.0 Status of this policy

6.1 This policy is not part of any contract of employment and does not create contractual rights or obligations. It may be amended by BSB at any time.

6.2 If you require guidance or support with the details of this policy or compliance with it, or are unsure on any part of the policy, please contact the Executive Headmaster and/or the Head of HR.