Nibras - World Virtual School

Equality, Diversity & Inclusion (EDI) Policy

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Equality, Diversity & Inclusion (EDI) Policy

1. Policy Statement

Nibras – World Virtual School is fully committed to promoting Equality, Diversity, and Inclusion (EDI) in all aspects of its operations. The School values diversity, respects individual differences, and is dedicated to providing a safe, inclusive, and equitable virtual learning and working environment for all learners, staff, parents, and stakeholders.

Discrimination, harassment, or exclusion on any grounds is not tolerated. All individuals are treated with dignity, fairness, and respect, in line with the School's mission, international best practice, and accreditation requirements.

2. Purpose

The purpose of this policy is to:

- Demonstrate the School's commitment to equality, diversity, and inclusion
- Ensure fair and equitable access to education, assessment, and support services
- Prevent discrimination and promote inclusive practices in a fully virtual environment
- Meet accreditation and regulatory expectations
- Provide a clear framework for responsibility, implementation, and monitoring of EDI

3. Scope

This policy applies to:

- All students enrolled at Nibras – World Virtual School
- All staff, managers, supervisors, and contractors
- Applicants for enrollment or employment
- Parents/guardians and external partners
- All digital platforms, learning systems, and communication channels used by the School

4. Equality & Diversity Principles

The School is committed to ensuring equality of opportunity and access regardless of:

- Age
- Sex
- Nationality or ethnic origin
- Language
- Religion or belief
- Disability or special educational needs
- Socio-economic background
- Any other characteristic protected by applicable laws or ethical standards

  Diversity is recognized as a strength that enriches the learning experience and global perspective of the School community.

5. Inclusion in a Virtual Learning Environment

As a fully online school delivering instruction primarily through video-led and virtual learning materials, Nibras – World Virtual School ensures inclusion through:

- Accessible, captioned, and well-structured video-based instructional content
- Flexible, mastery-based progression rather than time-based learning
- Digital accommodations and assistive technologies

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- Personalized learning pathways
- Inclusive instructional design aligned with universal design for learning (UDL) principles

6. Student Equality & Support

The School ensures that all students:

- Have equal access to curriculum, assessments, and learning resources
- Are supported according to their individual needs
- Are treated fairly and without bias in assessment and progression decisions

This policy operates in conjunction with:

- Student Wellbeing & Mental Health Policy
- Student Rights & Responsibilities Policy

7. Staff Equality & Fair Practice

Nibras – World Virtual School is committed to fair and inclusive employment practices, including:

- Non-discriminatory recruitment and selection
- Equal access to professional development
- Fair performance evaluation
- Respectful and inclusive workplace culture
  Employment-related equality is supported by the Recruitment & Hiring Policy and Staff Conduct & Professional Ethics Policy.

8. Reasonable Adjustments & Accommodations

Where appropriate, reasonable adjustments are provided for students and staff, including:

- Assessment accommodations (extended time, alternative formats)
- Accessibility tools and digital learning supports
- Adjusted learning pathways or pacing
  All accommodations are managed confidentially and reviewed regularly.

9. Roles & Responsibilities

9.1 Governing Body

- Approves this policy and ensures EDI oversight
- Monitors compliance and risk related to equality and inclusion

9.2 School Leadership / Managers & Supervisors

- Implement the policy consistently
- Promote inclusive practices
- Address concerns or incidents promptly

9.3 Staff

- Treat all learners and colleagues fairly and respectfully
- Apply inclusive practices in their roles
- Report any equality or inclusion concerns

9.4 Students & Parents/Guardians

- Engage respectfully within the virtual school community
- Follow School policies and codes of conduct

10. Complaints & Reporting

Any concerns or complaints relating to equality, discrimination, or inclusion may be raised through:

- The Complaints & Appeals Policy

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- Staff Grievance & Complaint Policy
- Student Safeguarding or Wellbeing reporting channels
  All complaints are handled confidentially, fairly, and without victimization.

11. Monitoring & Review

The School monitors the effectiveness of this policy through:

- Enrollment, engagement, and achievement data
- Feedback from students, parents, and staff
- Quality assurance and internal reviews
- Accreditation and audit processes

12. Policy Review

This policy shall be:

- Reviewed at least every two years
- Updated in response to regulatory, accreditation, or operational changes
- Approved by the Governing Body

13. Approval

Approved by: Governing Body, Nibras – World Virtual School
Effective Date: [Insert Date]
Next Review Date: [Insert Date]

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