

Wycombe Abbey School Nanjing Diversity, Equity, Inclusion, Justice and Belonging (DEIJB) Policy

Introduction

At Wycombe Abbey School Nanjing, we embrace our responsibility to cultivate an inclusive, respectful, and equitable environment that reflects our commitment to Diversity, Equity, Inclusion, Justice, and Belonging (DEIJB). This policy outlines our approach to ensuring these values are at the core of our community and educational practices.

Grounded in our heritage of educational excellence and aligned with the laws and customs of our host nation, this policy serves to guide our efforts in fostering a community where all individuals feel valued, supported, and empowered to thrive. As a bilingual school, teaching and learning occur in both English and Mandarin, recognizing that the vast majority of our students are Chinese and English is their second language.

Guiding Principles

1. **Diversity**

We celebrate and embrace the diverse backgrounds, experiences, and perspectives of all members of our community, recognizing that diversity enriches learning and promotes innovation.

2. **Equity**

We ensure that every individual has access to the resources and opportunities they need to succeed, addressing barriers that may arise due to systemic inequities or individual circumstances.

3. **Inclusion**

We actively cultivate an environment where all voices are heard, respected, and integrated into the life of the school, fostering a sense of belonging.

4. **Justice**

We commit to identifying and addressing inequities and injustices within our policies, practices, and culture to build a fair and supportive community.

5. **Belonging**

We strive to create a community where every individual feels secure, respected, and connected.



Policy Framework

1. Educational Values and Curriculum

- Ensure the curriculum reflects diverse perspectives, including but not limited to cultural, racial, gender, and socioeconomic diversity.
- Promote critical thinking, empathy, and global awareness through inclusive teaching practices and materials.
- Provide ongoing professional development for educators to enhance their ability to deliver inclusive education.
- Incorporate learning opportunities that challenge stereotypes and promote social cohesion.
- Support bilingualism by integrating English and Mandarin equally into the curriculum, ensuring students gain proficiency in both languages while respecting cultural context.

2. Enrichment Activities and Trips

- Design enrichment activities and trips to be inclusive and accessible, celebrating diverse backgrounds.
- Conduct thorough risk assessments to ensure the safety and well-being of all participants.
- Ensure these activities reflect the school's diverse community and provide opportunities for all students to participate fully.

3. Support for Additional Educational Needs (AEN) and English as an Additional Language (EAL)

- Offer tailored support programs to meet the needs of students with additional educational needs or English as an additional language.
- Ensure equitable access to all learning opportunities and full participation in school life.
- Regularly review and adjust support strategies in consultation with parents and students to ensure effectiveness.
- Provide targeted English language support to enable students to excel in the bilingual curriculum and participate confidently in all aspects of school life.



4. Physical Access and Admissions

- Develop and maintain facilities that support accessibility for individuals with varying needs.
- Implement admissions practices that uphold fairness and equity, aligning with local regulations and international best practices.
- Actively communicate the school's commitment to accessibility and inclusivity during the admissions process.

5. Zero Tolerance for Harassment and Inequality

- Enforce a strict zero-tolerance policy for harassment, discrimination, and unfair treatment.
- Establish clear procedures for reporting, investigating, and addressing incidents of harassment or discrimination.
- Promote awareness and education about respectful behaviour and anti-discrimination practices within the school community.

6. Building a Culture of Belonging

- Celebrate the unique identities and contributions of all community members through events, communications, and recognition programs.
- Facilitate ongoing dialogue, training, and community engagement to foster understanding and inclusion.

7. Pastoral Care

- Strengthen the school's pastoral care system to support mental health, social cohesion, and individual well-being.
- Ensure pastoral leaders, form tutors actively address bias, promote inclusion, and celebrate diversity within their groups.
- Provide accessible support systems such as counselling and mentoring that reflect the diverse needs of the community.



8. Training and Development

- Provide ongoing DEIJB training for all staff and students to enhance awareness and inclusive practices.
- Equip staff with the tools to address and dismantle discriminatory behaviours and practices effectively.
- Foster a culture of continuous learning and reflection to adapt to evolving DEIJB challenges and opportunities.
- Include bilingual training to ensure staff can effectively support students' dual-language learning experiences.

9. Engagement with the Wider Community

- Build partnerships with local and international organizations to enhance cultural exchange and understanding.
- Encourage active participation of parents and guardians in school DEIJB initiatives.
- Ensure that all visitors and contractors comply with the school's DEIJB standards.

Implementation and Accountability

- Embed DEIJB principles into all school policies and procedures.
- Regularly review and update this policy to reflect best practices and feedback from the school community.
- Conduct annual audits and surveys to evaluate the effectiveness of DEIJB initiatives and identify areas for improvement.
- Monitor data such as admissions, recruitment, academic performance, and co-curricular participation to ensure equity and inclusion.
- The Senior Leadership Team oversees the implementation of this policy, monitors progress, and addresses challenges.

Conclusion

Wycombe Abbey School Nanjing is steadfast in its commitment to fostering a diverse, equitable, inclusive, just, and welcoming environment for all members of its community. Through collaborative efforts and ongoing dedication, we aim to create a school culture that not only reflects these values but also prepares our students to thrive as empathetic and socially responsible global citizens.

11th December 2024

To be reviewed annually by SMT

