



EV-S.0926

Everest Equality

Policy

March 2026

EVEREST
SCHOOL

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EVEREST Equality Policy EV-S 0926

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1. Introduction

Everest International School is committed to promoting diversity, equity and inclusion across all aspects of school life.

As an international British curriculum school operating within Morocco, we recognise the importance of respecting both global perspectives and the cultural traditions and values of our host country.

Our school community includes pupils, staff and families from a wide range of cultural, linguistic and national backgrounds. We believe diversity strengthens our learning community and enriches the educational experience of all pupils.

The school aims to create an environment where every individual feels safe, respected, valued and able to reach their full potential.

2. Purpose of the Policy

The purpose of this policy is to outline Everest International School's commitment to promoting equality, preventing discrimination and ensuring inclusive practice throughout the school.

This policy provides guidance to staff, pupils and the wider community on expected behaviours and procedures relating to equality, diversity and inclusion.

3. Equal Opportunities Statement

Everest International School provides equal opportunities to all members of the school community. No pupil, staff member, parent or visitor will be discriminated against on the basis of race, gender, disability, religion, nationality or any other protected characteristic.

We actively promote a culture of mutual respect, tolerance, kindness and understanding within our school.

4. Protected Characteristics

Everest International School recognises internationally recognised equality principles similar to those outlined in the UK Equality Act.

Protected characteristics include:

- Age
- Disability
- Gender
- Marriage
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

Discrimination based on any of these characteristics is not tolerated within the school community.



5. Legal and Cultural Context in Morocco

Everest International School operates within the legal and cultural framework of Morocco.

The school respects Moroccan law, Islamic values and the traditions of the host nation while maintaining international standards of equality and inclusion expected within British international schools.

The school promotes respect, tolerance, compassion, honesty and responsibility as shared values between British and Moroccan cultures.

6. Types of Discrimination

Discrimination may occur in several forms and the school actively works to prevent all types.

Direct discrimination occurs when a person is treated less favourably because of a protected characteristic.

Indirect discrimination occurs when a rule or practice disadvantages certain groups without justification.

Discrimination arising from disability occurs when a person is treated unfairly due to issues related to a disability.

Harassment involves unwanted conduct that violates a person's dignity or creates an intimidating or hostile environment.

Victimisation occurs when someone is treated unfairly because they have made or supported a complaint about discrimination.

7. Equality and Inclusion for Students

Everest International School ensures all pupils have equal access to education, support and opportunities.

Admissions are conducted fairly and without discrimination.

The curriculum reflects global perspectives while respecting Moroccan culture and Islamic values.

The school encourages positive relationships between pupils of different cultures and backgrounds.

8. Anti-Bullying and Respectful Behaviour

The school maintains a strong anti-bullying stance.

Bullying, harassment, discrimination or intimidation of any form will not be tolerated.

All incidents are addressed in accordance with the Behaviour and Safeguarding policies.

9. Uniform and Cultural Considerations

School uniform expectations respect cultural and religious needs.

Students may wear clothing or head coverings required for religious or cultural reasons.

The school aims to ensure uniform requirements remain inclusive and respectful.



10. Support for Students with SEND

Everest International School is committed to inclusive education.

Students with Special Educational Needs and Disabilities (SEND) receive appropriate support through individualised strategies, targeted interventions and personalised learning approaches.

11. Support for Students with English as an Additional Language (EAL)

The school recognises that many pupils may speak multiple languages.

Appropriate support is provided to help students develop English language proficiency while respecting their home language and culture.

12. Equal Opportunities as an Employer

Everest International School is an equal opportunities employer.

Recruitment, promotion, training and professional development opportunities are based on merit and professional suitability.

The school values diversity within its workforce.

13. Recruitment and Safer Recruitment

Recruitment procedures follow safer recruitment practices to ensure the wellbeing and protection of pupils.

All appointments are subject to appropriate safeguarding checks including references, police checks and verification of qualifications.

14. Workplace Dignity and Professional Conduct

All staff members are expected to behave professionally and respectfully.

Harassment, discrimination or bullying between staff members will not be tolerated and may result in disciplinary action.

15. Roles and Responsibilities

The Headteacher holds overall responsibility for the implementation of this policy.

Senior leaders ensure that equality and inclusion are embedded within school systems.

All staff members are responsible for promoting equality, challenging discrimination and modelling respectful behaviour.

16. Reporting and Recording Concerns

Any concerns related to discrimination or harassment should be reported to a member of the Senior Leadership Team.

All reports will be recorded and investigated promptly.



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17. Investigation Procedures

All concerns will be investigated fairly and confidentially.

The school will ensure that all parties have the opportunity to present their perspective before decisions are made.

18. Sanctions and Disciplinary Measures

Where breaches of this policy occur, disciplinary action may be taken in line with school procedures.

Sanctions may include warnings, disciplinary meetings or dismissal in serious cases.

Reviewed by	Date of Review	Signature
Rachel Lloyd Headteacher	09/03/2026	
Reviewed by Governing Body	09/03/2026	