

Last updated by: Charlotte Fisher

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## **Diversity and Inclusivity Policy Including Gender Questioning Children**

Policy renewed at least annually, or as required according to changes in procedures or legislation. The policy is available on the IP International Projects and Europa School of English websites.

Responsibility for this Document: Charlotte Fisher

Responsibility for implementation: Charlotte Fisher (Director), Stephanie Purle (UK Operations Manager), Richard Wedderburn-Clarke (ADOS)

### **Policy Statement:**

At IP International Projects and Europa School of English (The Company), we are committed to fostering an environment that celebrates diversity and promotes inclusivity among our staff and students. We believe that embracing diversity in all its forms enriches our workplace culture, enhances creativity, and drives innovation. Our commitment to diversity and inclusion extends across all aspects of employment, including recruitment, training, professional development, and workplace practices.

### **Policy Objectives:**

To create a workplace environment that respects and values the unique contributions of individuals from diverse backgrounds, including but not limited to race, ethnicity, gender, sexual orientation, age, religion, disability, and socio-economic status.

To ensure equitable opportunities for all staff and students to thrive and succeed within the organization, free from discrimination, harassment, or bias.

To promote awareness and understanding of diversity and inclusivity principles among all staff and students and encourage active participation in fostering a supportive and inclusive workplace culture.

### **Recruitment and Hiring:**

The Company is committed to recruiting a diverse workforce and will actively seek candidates from underrepresented groups for all job vacancies.

Recruitment processes will be designed to mitigate bias and ensure fair and equitable treatment of all applicants.

Job descriptions and advertisements will include language that reflects our commitment to diversity and inclusivity.

### **Training and Professional Development:**

Training sessions, workshops, and resources will be made available to help staff develop cultural competency and inclusive communication skills.

Managers and supervisors will be offered additional training where necessary to equip them with the tools to foster an inclusive work environment and address any issues related to diversity or discrimination effectively.

### **Workplace Practices:**

The Company is committed to providing a workplace free from discrimination, harassment, or retaliation of any kind.

Policies and procedures will be in place to address and resolve complaints related to discrimination or harassment promptly and confidentially.

Flexible work arrangements and accommodations will be provided wherever possible to support staff members with disabilities, caring obligations or specific needs.

Celebrations of cultural heritage months, religious holidays, and other diversity-related events will be marked to foster inclusivity and appreciation of diverse traditions.

### **Gender Questioning Children:**

At The Company , we are dedicated to fostering a safe, inclusive, and supportive environment for all students, including those questioning their gender. This policy aligns with the latest UK government guidance, including the "Gender Questioning Children" non-statutory guidance and the Cass Review recommendations.

### **Objectives:**

Ensure a safe and supportive environment for gender questioning students.

Provide specific support for transgender and non-binary students.

Equip staff with the knowledge and skills to support these students effectively.

Ensure parents and guardians feel that their gender questioning children are supported and cared for in a sensitive way.

### **Respect and Recognition:**

Students will be addressed by their chosen names and pronouns, ensuring consistent respect across all settings.

We will reflect those chosen names and gender identities in documentation but will also issue certificates etc in the students biological sex and birth name as on their birth certificate in case it is also required.

We may need to discuss a child's request to socially transition with their parents or guardians and consider their views, except in exceptional circumstances where informing the parents could pose a significant risk to the child (Education Hub).

### **Facilities and Accommodation:**

Where possible we provide gender-neutral facilities, such as toilets and changing areas. In some cases this is not practical but supervisors will endeavour to find a solution that is practical and sensitive.

Students will be housed in accommodation according to their biological sex, we will always endeavour to house people based on their sharing preferences and where there are issues relating to gender we will try and take that into account and provide as much information as possible regarding availability of private ensuite bathrooms etc in order that the student can make an informed decision prior to booking.

### Staff Training:

Our staff are trained on the specific issues around gender questioning children on transgender and non-binary issues, including sensitivity training, understanding challenges, and best practices for inclusion. There is a zero-tolerance policy for bullying, discrimination, or harassment based on gender identity. Staff are trained to handle incidents promptly and appropriately.

The Company is committed to fostering a workplace culture where all staff and students feel valued, respected, and empowered to contribute their unique perspectives and talents. Through our dedication to diversity and inclusivity, we strive to create a welcoming and inclusive environment that promotes innovation, collaboration, and excellence.