

## Diversity and Inclusivity Policy - Students

International House Torquay is a multi-national/multi-faith school which takes a proactive approach to equality, taking seriously the responsibility of providing a safe environment and promoting equality and inclusivity with regard to:

Gender

Ethnicity

Disability

Sexual Orientation

Religion, belief or non-belief

Age

Marital or Civil Partnership status

Pregnancy and maternity

Socio-economic background

People with diverse communication needs

The school values everyone as an individual and strives to provide an environment which will ensure any person entering the premises will be treated fairly and equally, regardless of the above. Students at the school can be certain they will be studying in an atmosphere where everyone receives respect and can voice their diverse needs, knowing that they will be heard. These values are promoted to everyone involved with the school and students are advised during the induction process and posters are on display around the school.

### **Disability**

The school considers the needs of disabled people and makes reasonable adjustments where possible to meet the needs of disabled students according to the limitations of the premises. Our Social Programme takes the needs of disabled students into account with our Risk Assessments considering each activity and the suitability for physically impaired students i.e. wheelchair access.

### **Mental Health**

The school is aware that students may experience distress or mental illness during their stay. When this comes to our attention we do our best to support students and liaise with their family, agent or sponsor and our Employee Assistance Programme (EAP) provides support in their mother tongue.

## Homesickness

Our Safeguarding Team are trained to recognise and respond to the emotional well-being of our students. Our Designated Safeguarding Lead, Laura Chirio is also our trained Welfare Officer and holds pastoral care meetings every 4 weeks with long term students.

The school works to a high standard to ensure that the diverse needs of all students are recognised and met by taking account of legislative and regulatory requirements and by identifying key goals to be achieved.

No form of intimidation, bullying or harassment will be tolerated at the school. If a student believes they have been discriminated against in any way, they should inform the Director or The Designated Safeguarding Lead and the matter will be dealt with immediately.

Reviewed: May 2025