

| | | |
|--------------------|---------------------|-----------------|
| P O L I C Y | Owner | Head of Thrive |
| INCLUSION | ID (Version) | DU/4.3.1. (v3) |
| | Published | 28-January-2026 |
| | Valid Until | 28-January-2028 |

POLICY STATEMENT

Arbor is an inclusive school where the focus is on the well-being and progress of every child and where all members of our community are of equal worth. All children share a common entitlement to a broad and balanced curriculum which meets their physical, social, and learning needs.

We recognise, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face in relation to disability, ethnicity, gender, religion, belief or faith and relationships.

Our aims and objectives are:

- To ensure equality of opportunity for all our stakeholders in all areas of school life.
- To ensure that individual strengths are recognised, and all pupils and staff have opportunities to achieve their potential.
- To remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils.
- To ensure that all staff are aware of the systems and procedures in place within the school in order that all children have the opportunity to make progress.
- To use whole school assessment procedures to track the progress of groups of pupils and identify strengths and weaknesses amongst the following groups:
 - Girls and boys
 - Emirati students
 - Children who need support to learn English as an additional language
 - Children with special educational needs
 - Children with disabilities or medical needs
 - Gifted and talented children
 - Children who are at risk of disaffection or exclusion

APPLICATION

1. ROLES AND RESPONSIBILITIES

1.1. SENIOR LEADERSHIP TEAM

1.1.1. Admission Process

The school's Senior Leadership Team ("SLT") is responsible for ensuring that all applications are treated fairly, and that students are not discriminated against or stereotyped.

1.1.2. Media

SLT is responsible for ensuring that all stakeholders are represented equally and in a positive manner on all social media and marketing platforms.

1.1.3. Resources

SLT is responsible for ensuring that all resources are appropriate and accessible to all.

1.1.4. Classroom Practice

| | | |
|--------------------|---------------------|-----------------|
| P O L I C Y | Owner | Head of Thrive |
| INCLUSION | ID (Version) | DU/4.3.1. (v3) |
| | Published | 28-January-2026 |
| | Valid Until | 28-January-2028 |

SLT is responsible for ensuring that all teachers plan, resource, and deliver an equitable curriculum working alongside the school's Thrive Team to remove any barriers or bias against an identified cohort.

1.1.5. Policies and Procedures

SLT is responsible for monitoring all policies and procedures developed by Arbor and ensuring they do not disadvantage or marginalise any groups of students, staff, or parents.

1.2. FACILITIES TEAM

1.2.1. Premises

The school's Facilities Team is responsible for ensuring that Arbor continues to adhere to the Dubai Universal Accessibility Code.

1.3. PARENT RELATIONS

1.3.1. Communication from Parents

The school's Parent Relations Team will manage and report all complaints and feedback given by parents and the school community fairly and without bias.

2. EXTRACURRICULAR PROVISION

Extracurricular provision, including after-school clubs, concerts, workshops, and trips, are a valuable part of school provision that can develop and promote individual strengths. Whole school planning will include providing activities to celebrate diversity and meet the needs of different groups within the school.

RELATED DOCUMENTS

| Document Title | ID / Reference No. |
|--|--------------------|
| Students of Determination Policy | DU/4.3.2. |
| Gifted and Talented Policy | DU/4.3.3. |
| English as an Additional Language Policy | DU/4.3.4. |

ABBREVIATIONS AND DEFINITIONS

| Abbreviation / Term | Description / Definition |
|---------------------|-----------------------------------|
| EAL | English as an Additional Language |
| SLT | Senior Leadership Team |