Maria International School of Bucharest

Resilience Respect Compassion Integrity Responsibility

Equality, Diversity and Inclusion Policy

Our Mission

We provide a learning experience and environment at Maria International that fosters creativity and excellence, whilst providing supportive, stimulating, and relevant lessons and resources within the British-style international curriculum.

Our school will be a caring place where adults and children are valued equally. Our aim is to create an environment where children and the whole school community will be inspired to be resilient, respectful, compassionate and act with integrity.

Our children will learn to respect themselves and others in an atmosphere of high expectations where they are nurtured and have the courage to make mistakes.

We will strive to create opportunities for students to have a well-rounded school and learning experience, where they can develop critical thinking skills and work in collaboration with others.

Our Values

Resilience - We will handle adversity and problems with a mentality that enables us to keep going and do better.

Respect - We treat others with dignity, empathy and equality through our words and actions.

Compassion - We are kind, and caring and will help everyone to be the best they can be.

Integrity - We are open, honest and act with good morals and ethics in all situations.

Responsibility - We ensure our own work, learning and duties are completed in a timely manner and to a high standard.

“Become Your Complete Self” Statement

At MISB we are continually promoting and nurturing global citizens who have varied perspectives and appreciation of other cultures, religions and backgrounds. We strive to create an environment where every individual in our school community can feel free to be their complete self by feeling safe and free to share their experiences and ideas, regardless of their background, beliefs, or situation.

Our Aim

Maria International School is committed to promoting equity, diversity, and inclusion (EDI) within our school and our school community. It is our aim to create and maintain an environment where differences are celebrated and opportunities to succeed, grow and develop can be achieved by all who are a part of our community.

We want to promote and celebrate the diverse cultures and backgrounds of our families and students so that all feel welcome and a part of the Maria International family. We encourage the celebration and sharing of knowledge to help our students and community to become global citizens that value and welcome all people.

Achieving Our Aims

We continually strive to have a whole school approach to equality, diversity and inclusion. To help achieve this, we have a variety of approaches that we use, ranging from whole school celebrations to individual lesson strategies.

As part of our academic calendar, we have included a variety of international, national, religious and cultural days from around the world. These include language days, health days and religious holidays which we use as learning and sharing opportunities. We have also worked towards improving our school lunch menu so that it includes foods from different countries and cultures such as Indian, Italian and Mexican foods.

In lessons, we endeavour to include many cross-curricular links including current events, cultural and religious backgrounds of our students and differing perspectives. By including these links we are able to provide a more global and well-rounded education to our students and also to help all of our students feel more included, regardless of their background or situation.

We have clear channels and support systems in place to ensure that any member of the MISB community can feel safe and secure to report any bullying or bias-related incidents. Numerous research studies have shown that most young people are afraid to tell parents and school leaders about these issues. They may be fearful of retaliation from classmates, afraid of being ostracised by their peer group, fear that they will get in trouble themselves, or simply believe that nothing will be done to fix the problems. Therefore it is important to us at MISB that we continually ensure that there is a culture in our school that helps students feel safe, heard and valued. All concerns are logged and addressed by our Designated Safeguarding Lead, Deputy Designated Safeguarding Lead, Designated Safeguarding Lead for Governors and Senior Leadership.

At MISB, student leadership elections are conducted fairly and democratically, ensuring that all candidates receive equal opportunities to address their peers and staff as part of a transparent election process.

As a community, we uphold a clear Equal Opportunities Policy to maintain high standards of access and inclusivity for all. This policy is available on our school website and in print (upon request) and is reviewed and updated annually.

Maria International School follows an Admissions Policy that aims to welcome students whose needs we can meet, regardless of disability, special educational needs, or background. Our admissions process does not prioritize certain applications over others; placements are based on availability, and a waiting list is maintained once capacity is reached. To ensure we can best support each student and their family, we ask applicants to complete the application pack fully and honestly.

We recognize that equality, diversity, and inclusion are evolving areas in international education. To stay aligned with best practices, our staff undergo regular and relevant training in these areas.

MISB is committed to continuous improvement in diversity, equity, and inclusion. We rely on our community's support in maintaining high standards, collecting periodic feedback from parents, staff, and students throughout the academic year. Additionally, we conduct an annual audit to critically assess and refine our policies, procedures, and practices, strengthening our overall approach.

Review and Evaluation

This policy is to be renewed, evaluated and appropriately updated annually by the Maria International leadership team and Head Teacher.

Date of next review: 15/08/2025

Prepared/Updated by: Nicholette Vicol **Date:** 20/11/2024

Approved by: Alice Bleiu **Date**: 22/11/2024

This policy is to be reviewed **annually** and updated as and when relevant changes occur.