



GRANGE SCHOOL

A Culture of Continuous Improvement

Grange Diversity, Equity, Inclusion, Justice, and Belonging (DEIJB) Policy

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Our Definition of DEIJB

At Grange School, we believe that academic rigor and a culture of belonging are mutually inclusive. We define DEIJB as:

- **Diversity:** Celebrating the unique backgrounds, perspectives, and talents of our Nigerian and international community.
- **Equity:** Ensuring that every student has the specific resources and "scaffolding" they need to meet our high standards.
- **Inclusion:** The intentional act of ensuring every voice is heard and valued in the classroom and beyond.
- **Justice:** Committing to fairness in our systems and removing barriers to success.
- **Belonging:** The feeling of security and support that allows students and staff to be their authentic selves.

1. Alignment with Grange School Values and Expectations

Our commitment to DEIJB is a direct extension of our core values and school expectations: Excellence, Integrity, and Mutual Respect.

- **Excellence:** We believe true excellence is only possible when a diverse range of perspectives is brought to the table.
- **Integrity:** We act with transparency in our dealings, ensuring that fairness is the bedrock of our academic and administrative decisions.
- **Respect:** We cultivate an environment where the dignity of every human being is non-negotiable.

2. Inclusive Education: The Unique Learning Department (SEN)

As an academically selective school, Grange recognizes that high performance looks different for every child. Our **Unique Learning Department** ensures inclusion through:

- **Individualized Support:** Providing tailored interventions for students with Special Educational Needs (SEN) to ensure they can access our rigorous curriculum.
- **Neurodiversity Awareness:** Moving away from a "one-size-fits-all" model to celebrate different ways of learning and thinking.
- **Empowerment:** Ensuring that students in the Unique Learning program are fully integrated into the life of the school, including leadership roles and co-curricular activities.

3. Anti-Discrimination and Reporting

Grange School maintains a zero-tolerance policy toward discrimination, harassment, or bullying of any kind whether based on race, ethnicity, religion, gender, disability, or socio-economic status and difference of opinion.

- **Reporting Mechanisms:** Students, staff, and parents can report incidents of discrimination directly to the Safeguarding Lead, Head of School.
- **Anonymity & Protection:** Reports can be made openly or anonymously (whisper app) if preferred, and the school guarantees protection from retaliation for any individual who raises a genuine concern in good faith.
- **Accountability:** All reported incidents are investigated thoroughly by the Senior Leadership Team, with clear disciplinary outcomes for violations of this policy.

4. Fair Recruitment Practices

To maintain a world-class faculty, we ensure our hiring practices are meritocratic, transparent, and inclusive:

- **Unbiased Screening:** We use standardized rubrics to evaluate candidates based on skills, experience, and alignment with school values.

- **Diverse Panels:** Interview panels are composed of diverse staff members to mitigate unconscious bias.
- **Global & Local Talent:** We actively seek to recruit local and limited international educators who bring a wealth of global perspectives to our Nigerian context.

5. Professional Development and Classroom Culture

Inclusion is a skill that must be practiced. We develop this through:

- **Induction Training:** All new staff undergo mandatory DEIJB training during induction, focusing on cultural competency and school expectations.
- **Differentiation as Standard:** We train our teachers to use **differentiation** as a primary tool for inclusion, ensuring that lessons are designed to challenge the most gifted while supporting those who need additional guidance.
- **Inclusive Pedagogy:** Ongoing professional development encourages teachers to select diverse texts, historical perspectives (such as African history), and global case studies.

6. Student and Community Support

We believe that a safe environment extends beyond the school gates and into the home.

- **Safe Environment:** We promote physical and emotional safety through robust safeguarding and digital citizenship programs.
- **Community Engagement:** Grange facilitates "Parent-to-Parent" training initiatives. We empower our parents to lead workshops on critical topics like **Online Safety** and **Digital Wellness**, fostering a collaborative culture of care.
- **Active Listening:** We host termly PTA meeting and school forums where parents and students can share feedback on the school's DEIJB progress.