



# Anti-Discrimination & Racism Policy

This policy applies to World Green Hub community  
and all entities affiliated with World Green Hub Ltd.  
including Aile School

2024-2025

Date of next formal review, Sept 2025

## **Approved by**

Mr. Ahmed Kazzaz, Founder and Director of World Green Hub Ltd.

Dr. Farah Dheyab, Person of Significant Control and Aile School's Founder

Mr. Mohammed Al-Hashimi, Aile School Chairperson of The Governing Body



World Green Hub Ltd.  
Adaptive Learning

## World Green Hub Philosophy

### Unleashing Potential in a Sustainable World...

World Green Hub Ltd. is a learning provider organization deeply integrated with green hubs worldwide, World Green Hub educational philosophy is driven by a commitment to develop responsible, informed, and active Earth stewards, who will lead with empathy, innovate with purpose, and navigate the complexities of life with an unwavering ethical compass. In doing so, World Green Hub serves as a beacon of progressive education for a sustainable and inclusive world.

**Vision:** A future where education transcends boundaries and transforms lives, driven by the innovative hybrid approach that challenges conventional paradigms, fostering a global community of empowered and socially and environmentally conscious individuals.

**Mission:** World Green Hub has the mission to forge an educational environment that not only responds to the unique needs of the present and future generations but also empowers students to flourish in a world marked by continual change and innovation.

**Belief:** World Green Hub centers around the creator and sustainer of the universe. This fundamental belief sets World Green Hub goals and guides its actions, fostering responsibility towards the environment and humanity. It inspires World Green Hub to uphold values of compassion, empathy, and integrity in all aspects of education and community life.

**Aim:** World Green Hub aims to deliver an extraordinary and enriching educational experience by leveraging technology and artificial intelligence to emulate the education of the future. World Green Hub's vision centers on adaptive learning, empowering students to excel, innovate, and contribute to a more sustainable world.

World Green Hub is committed to fostering a learning environment that is safe, inclusive, and free from all forms of discrimination and racism. This policy outlines our dedication to preventing and addressing discrimination in all its forms, promoting a culture of respect, empathy, and cooperation, and applies to all interactions within the virtual learning space and any platform within World Green Hub.

This policy sets out comprehensive measures to prevent discrimination and racism, recognizing the potential impact on our students. Our commitment extends to supporting students in keeping themselves and others safe from discrimination and racism, as well as ensuring that everyone in our community is equipped to identify and protect those who may be vulnerable.

World Green Hub definition of Discrimination is the unjust or prejudicial treatment of individuals or groups based on factors such as race, sex, age, religion, or other characteristics. Discrimination can manifest in various forms, including unequal opportunities, unfair policies, or biased behavior. While World Green Hub definition of racism refers to any form of discrimination, prejudice, or bias based specifically on race or ethnicity. It can manifest in various ways, such as exclusion, stereotyping, or unequal treatment based on race or ethnicity. Combatting discrimination and racism in this context involves promoting understanding, empathy, and respect for all individuals regardless of their sex, age, religion, racial or ethnic backgrounds.

This policy is crafted with the overarching goal of unequivocally demonstrating World Green Hub's steadfast commitment to addressing and eradicating discrimination and racism. It seeks to establish clear measures aimed at preventing all manifestations of discrimination and racism within World Green Hub communities and, discrimination and racism prevention and intervention strategies apply equally to both the online and physical components of our learning community.

1. **Elimination of Discrimination & Racism:** Commitment to eliminate discrimination and racism in all its forms, including verbal, physical, relational, and cyber discrimination and racism within the learning and working environment.
1. **Rights and Responsibilities:** Ensuring all members of the World Green Hub community understand their rights and responsibilities under the Anti-Discrimination & Racism Policy.
2. **Challenging Discrimination:** Vigilance in challenging discrimination and racism behavior, language, or harassment, irrespective of intention.
3. **Respect for Diversity:** Providing an environment that respects diversity, acknowledging the traditions, cultures, religion and backgrounds of all students and staff.
4. **Preventing Discrimination & Racism:** Implementation of measures to prevent direct and indirect discrimination and racism on any grounds.
5. **Complaints Mechanism:** Establishment of a mechanism for the lodgment and resolution of complaints related to discrimination and racism. Refer To [Inquiry, Concern and Complaint Policy](#).
6. **Barriers to Equality:** Identification and addressing of barriers to equality of opportunity for students and staff.
7. **Support for Full Potential:** Ensuring all students and staff are encouraged and supported to achieve their full potential.
8. **Education on Discrimination & Racism Awareness:** Educating staff and students on issues, concepts, and theories related to discrimination and racism awareness.
9. **Anti-Discrimination & Racism in the Work Environment:** Enforcing inclusive practices in the work environment to prevent discrimination and racism.
11. **Embracing Appreciation of Identity:** Recognizing and nurturing the identity of all children and staff of all backgrounds.
13. **Fostering Positive Environment:** Promoting a positive anti-discrimination and racism environment by enhancing positive global culture through language, awareness, images, role models, and strategies within policies, and practices.
14. **Integrating Program:** Addressing discrimination and racism, and promoting equality through an integral part of the taught curriculum on the unacceptability of discrimination and racism through monthly cycles, school assemblies, and hubs activities.

## Responsibilities of School/Hub Community

World Green Hub aims to create an environment where diversity is celebrated, and every member of the school/Hub community feels valued, respected, and supported in their academic and personal journey. This commitment aligns with our overarching goal of promoting inclusivity, understanding, and empathy within the school/Hub.

**Senior Leadership and Welfare Team:** Together, they play a pivotal role in implementing this policy. Here's an in-depth exploration of their responsibilities, reflecting commitment to ensuring a safe, respectful, and supportive community:

- **Empowering Stakeholders:** The Leadership Team takes proactive measures to ensure that all stakeholders are well-informed about how to report incidents of discrimination and racism. This includes implementing clear communication channels and awareness campaigns to empower students, staff, and parents.
- **Swift and Thorough Investigations:** In the unfortunate event of a reported incident, the Welfare Team on behalf of the Senior Leadership Team commits to prompt and thorough investigations. This involves gathering comprehensive information, including witness statements and evidence, to ensure a holistic understanding of the situation.
- **Re-Education and Sanctions:** Based on the findings of investigations, the Welfare Team adopts a nuanced approach. For incidents arising from a lack of understanding, a focus on re-education strategies is emphasized. This may include educational tasks, readings, or reflective exercises to enhance empathy and awareness. For intentional or repeated incidents causing harm, the team implements sanctions in alignment with School/Hubs and World Green Hub's established policies.
- **Trained Points of Contact:** Members of the Welfare Team serve as trained points of contact for discrimination and racism allegations. This involves not only having a deep understanding of the issues at hand but also responding professionally and empathetically to complaints. This proactive stance reinforces the commitment to addressing discrimination or racism at every level.
- **Monitoring and Addressing Exclusion Data:** Recognizing the impact of discrimination and racism on students' sense of belonging, the Senior Leadership Team diligently monitors exclusion data. This involves identifying trends or patterns and working collaboratively with the Executive Head Teacher, Heads of Key Stage, Group Supervisor, and the Designated Welfare Lead to address any barriers hindering students from feeling fully integrated into the school/hub community.
- **Timely Support for Victims:** Victims of discrimination and racism receive not only timely but also appropriate support. The Senior Leadership Team in cooperation with Welfare Team will ensure that mechanisms are in place to provide emotional, educational, and any other necessary support either within the school/hub or through external/partner agencies.

### Expectations and Responsibilities for All Staff:

- All teaching and non-teaching staff actively contribute to eliminating discrimination and racism by fostering acceptance of our cultural, linguistic, and ethnic diversity. This involves challenging prejudiced attitudes and ensuring swift action against discrimination and racism behaviors.
- Staff, both teaching and non-teaching, should remain vigilant to detect discrimination and racism behavior promptly. This includes addressing incidents, recognizing and addressing bias and stereotyping.
- Promote equal opportunities, good relations, and avoid discrimination and racism based on any grounds.
- Keep abreast of discrimination and racism laws and engage in training and learning opportunities to enhance understanding of students' diverse backgrounds.
- Foster an inclusive and collaborative ethos in interactions with students.
- Take all forms of discrimination and racism seriously and intervene to prevent incidents.
- Accurately record and pronounce students' names; avoid creating nicknames based on pronunciation challenges.
- Be aware of possible assumptions and biases in personal attitudes.
- Avoid language perpetuating negative images of any groups, using respectful, neutral, and stereotype-free language.
- Screen, evaluate, and quality-assure resource materials to provide an accurate and respectful depiction of diversity.
- Demonstrate equal regard for all individuals.
- Praise, reward, and celebrate the success of all children.
- Recognize that staff behavior serves as a model for students, requiring tolerance, understanding, care, and high-quality professional relationships with all adults.

Students are encouraged and advised to contribute significantly to the creation of a positive, respectful, and anti-discrimination and racism learning environment with the following steps:

- **Respectful Behavior:** Treat fellow students, staff, and all members of the World Green Hub community with respect, adhering to the school's core values.
- **Proactive Reporting:** Actively report instances of discrimination and racism or discriminatory and racism behavior promptly to designated staff or authorities.
- **Seeking Assistance:** Seek help from staff when faced with challenging situations, avoiding retaliation and fostering a safe environment.

- **Constructive Conflict Resolution:** Engage in constructive conflict resolution, reaching out to staff for assistance in navigating complex social dynamics.
- **Peer Support:** Foster a culture of peer support by standing together against discrimination and racism and actively participating in initiatives that promote inclusivity.
- **Anti-Discrimination and Racism Education:** Embrace and participate in anti-discrimination and racism education programs, gaining knowledge and skills to address discrimination and racism behaviors.

#### **Incident Reporting and Investigation:**

- **Immediate Reporting:** All incidents of discrimination and racism by any school/hub member should be reported immediately to the Designated Welfare Lead. If incidents are continuously repeated the Senior Leadership Team should be informed promptly and manage the case.
- **Logging and Investigation:** Reported incidents will be logged and thoroughly investigated by the Welfare Team. Incidents of discrimination, racism, harassment, or victimization will be treated seriously and investigated promptly.
- **Documentation:** Ensure accurate and detailed documentation of each reported incident, including witness statements, evidence, and the actions taken.
- **Confidentiality:** Handle all information related to discrimination and racism incidents with the utmost confidentiality, ensuring the privacy and dignity of all parties involved.

#### **Dealing with Perpetrators:**

- **Educational Approach:** If the incident is caused by a lack of understanding, direct students to educational tasks, readings, or reflection to enhance empathy and awareness.
- **Sanctions for Harmful Incidents:** In cases where the incident is intentional, repeated, or harmful, students involved will face sanctions in line with the World Green Hub's discrimination/racism and behavior policies.
- **Reconciliation Process:** Emphasize a reconciliation process that involves acknowledgment of harm, admission of mistakes, and a genuine apology. The goal is to achieve mutual understanding and promote positive behavior.

#### **Related Policies and Procedures:**

- **Code of Conduct:** Addressing expectations and consequences for student behavior, including sanctions for discrimination actions.
- **Anti-Bullying Policy:** Reinforcing the commitment to creating a safe and inclusive environment, addressing bullying in all forms.

- **Safeguarding & Child Protection Policy:** Ensuring that incidents involving discrimination and racism are handled in alignment with the broader safeguarding framework.
- **E-Safety Policy:** Promoting safe and respectful online behavior, with specific attention to preventing discrimination and racism incidents.
- **Curriculum:** Incorporating elements related to anti-discrimination and racism, empathy, and conflict resolution within the Personal, Social, Health, and Economic education.
- **Hubs Policy:** Addressing spiritual, moral, social, and cultural aspects, emphasizing the importance of respect and understanding among diverse communities.
- **Inquiry, Concern and Complaint Policy:** Detailing the procedures for reporting and resolving complaints related to discrimination and racism.

#### Ongoing Evaluation and Improvement:

- **Regular Review:** Conduct regular reviews of the Anti-Discrimination & Racism Policy to ensure its effectiveness in addressing incidents and fostering an inclusive culture.
- **Staff Training:** Welfare Team will design and manage ongoing training and professional development opportunities for staff to stay updated on issues related to discrimination and racism, diversity, and inclusion.
- **Feedback Mechanism:** Senior leadership Team will establish a mechanism for feedback from students, parents, and staff to continuously improve the approach to anti-discrimination and racism measures.

#### Building a Supportive Alliance: Parents, Guardians, and Mentors

Parents, Guardians, and Mentors become pivotal allies in our quest for an educational environment that thrives on diversity, equity, and inclusion. Together, we weave a tapestry of understanding, respect, and shared values that extends beyond the school gates into the homes and hearts of our community.

- **Active Support for Anti-Discrimination & Racism:** Parents, Guardians, and Mentors are not just passive observers; they are active champions of our Anti-Discrimination & Racism policy. Their unwavering support sets the tone for the entire community, reinforcing the values of acceptance, diversity, and respect. This support is not merely a checkbox but a dynamic engagement with the principles and practices outlined in the policy.
- **Encouraging Positive Behavior:** Beyond mere compliance, parents play a pivotal role in shaping the attitudes and behaviors of their children. By actively encouraging positive behavior, they contribute to creating a home environment that mirrors the values promoted by the community. This involves fostering conversations, sharing stories, and celebrating diversity within the family unit.
- **Reporting Concerns and Experiences:** Parents are encouraged to be vigilant partners in our commitment to eradicating discrimination and racism. If a child experiences or witnesses

discrimination or racism within the community, parents are urged to report these concerns promptly. This reporting mechanism serves not only as a way to address specific incidents but also as a proactive measure to continuously improve our anti-discrimination and racism initiatives.

- **Responsible Communication Channels:** In the event of perceiving a discrimination or racism incident, parents are guided to refrain from engaging directly with teachers or coaches. Instead, a structured approach is emphasized. They are encouraged to contact the Welfare Team, for much serious incidents, it is advised to contact the Senior Leadership Team directly, providing a designated and effective channels for raising concerns of any level. This ensures that concerns are addressed comprehensively and in alignment with World Green Hub's procedures.
- **Fostering Open Dialogue:** An open and constructive dialogue between parents and the school/hub is nurtured. This involves regular forums, workshops, or meetings where parents can voice their concerns, share experiences, and actively participate in shaping the World Green Hub's approach to anti-discrimination and racism. This collaborative spirit strengthens the partnership between home and school/hub.
- **Educational Partnerships:** Recognizing that education is a joint venture, parents are viewed as educational partners. Workshops or sessions that enhance their understanding of anti-discrimination and racism concepts, conflict resolution, and effective communication strategies are facilitated. This proactive approach ensures that parents are equipped to navigate conversations about discrimination and racism with their children and support the broader World green Hub community.

#### Channels for Contact:

- Welfare Team: [support@worldgreenhub.com](mailto:support@worldgreenhub.com)
- Senior Leadership Team: [adminstration@worldgreenhub.com](mailto:adminstration@worldgreenhub.com)
- **Emergency: call +447477205461**



## Final Statement

*This policy is a robust framework that aligns with World Green Hub commitment to its mission, values, and goals. World Green Hub and affiliated entities, including Aile School, will ensure clarity in its application and provide the necessary resources for its implementation.*

*For the successful realization of this policy, World Green Hub depend on the cooperation and support of all staff and stakeholders. Compliance with this policy will be encouraged, and World Green Hub will maintain an open dialogue to address any concerns or suggestions for improvements.*

*This policy will be reviewed annually to ensure an educational environment where safety and welfare of each individual is paramount. Any amendments will be communicated promptly to all parties.*

*For any questions or further clarification regarding privacy and security of information, please contact World green Hub Ltd. at [info@worldgreenhub.com](mailto:info@worldgreenhub.com), or call +447477205461.*

*This policy has been reviewed by The Senior Leadership Team and Aile School's Founder and will take effect as of 7/2/2024.*

