



Inclusion Policy for Staff and Students 2024-2025

1. Policy Statement

Al Murooj English School is committed to fostering an inclusive, equitable, and respectful environment for all members of our school community—students and staff alike. We believe in celebrating diversity and ensuring that every individual is treated with dignity, fairness, and respect regardless of race, nationality, gender, religion, ability, age, or background.

2. Purpose

The purpose of this policy is to:

- Promote a culture of acceptance and belonging.
- Ensure equal opportunities and access to resources for all.
- Eliminate discrimination, bullying, or harassment.
- Support staff and students in reaching their full potential.
- Align with the UAE's vision of inclusive education and workplace equity.

3. Scope

This policy applies to:

- All enrolled students.
- All employees, including academic, administrative, and support staff.
- Parents and guardians during school interactions and events.

4. Key Commitments

4.1 For Students

- Provide equitable access to curriculum and learning resources.
- Offer differentiated instruction and support for students of determination, gifted learners, and those with learning difficulties or language barriers.
- Celebrate national and international days to promote understanding and respect.
- Support the mental, emotional, and physical well-being of all students.



- Encourage participation in school life, leadership, and extracurricular activities.

4.2 For Staff

- Offer professional development on inclusive practices, classroom management.
- Ensure fair recruitment, promotion, and professional growth opportunities.
- Promote a culture of respect and teamwork across all departments (teaching, administration and support).
- Encourage inclusive decision-making and feedback channels.

5. Implementation Strategies

- Maintain Individual Education Plans (IEPs) for students requiring additional support.
- Provide training for all staff in inclusive education and workplace diversity.
- Set up safe spaces and clear reporting procedures for concerns.
- Collaborate with external agencies and parents to support individual needs.
- Include inclusive indicators in school review and evaluation processes.

6. Monitoring and Evaluation

- Regularly review inclusion practices and policies through surveys, feedback, and internal audits.
- Track progress of students with special educational needs.
- Address complaints and concerns promptly and effectively.

7. Related Policies

- Anti-Bullying Policy
- SEN Policy (Special Educational Needs)
- Child Protection & Safeguarding Policy
- Positive Behaviour Reinforcement Policy
- Staff Code of Conduct

Al Murooj English Private School

From FS1 to Year 7

British Curriculum



'Every Child Matters'

مدرسة المروج الانجليزية الخاصة

من مرحلة ما قبل الروضة إلى السنة السابعة

المنهاج البريطاني

Approved by:

Sundus Altajar

Principal, Al Murooj English School

