

## Diversity & Equity Plan

### As per CBSE Inclusive Education and School Health & Wellness Guidelines

- **Purpose**

To create a safe, respectful, and inclusive learning environment where **diversity is celebrated, equity is ensured**, and **all students feel represented and valued**, regardless of gender, religion, language, socio-economic status, or ability.

- **Scope**

Applicable to all school stakeholders: students, teaching and non-teaching staff, parents, and management.

- **Key Components**

#### A. Inclusive Policies & Practices

- ✓ Ensure admission and participation policies are **non-discriminatory and inclusive** of all communities and learning needs.
- ✓ Display school's **inclusion commitment** visibly (handbooks, school website, parent communication).
- ✓ Provide **reasonable accommodations** for students with disabilities (as per RPWD Act, 2016).

#### B. Celebrating Cultural & Religious Diversity

- ✓ Organize events (assemblies, exhibitions, activities) that **represent and respect all faiths and cultures**.
- ✓ Ensure the school calendar includes **observances of major festivals from different backgrounds**.
- ✓ Encourage **student-led presentations** and storytelling to explore diversity of traditions and customs.

#### C. Gender-Neutral & Inclusive Language Practices

- ✓ Use **gender-neutral terms** in communication (e.g., "students" instead of "boys and girls"; "chairperson" not "chairman").
- ✓ Ensure **no gender stereotypes** in textbooks, worksheets, visuals, or classroom interactions.
- ✓ Address all genders with **equal opportunity** in roles (e.g., leadership, sports, science clubs).

- **Roles and Responsibilities**

Role	Responsibilities
<b>Principal</b>	Oversee and review implementation; ensure alignment with CBSE and NEP 2020 directives.
<b>Diversity &amp; Inclusion Coordinator</b>	Plan activities, monitor inclusion goals, and manage awareness sessions.
<b>Teachers</b>	Embed inclusive practices in pedagogy and classroom management.
<b>Students' Council</b>	Promote student voice and representation from all groups.

- **Monitoring & Review**

- ✓ Conduct **bi-annual inclusion feedback** (via feedback forms, observations, and student circles).
- ✓ Maintain a **record of grievances** and resolutions related to bias or discrimination.
- ✓ Review and update the policy **annually**, incorporating inputs from stakeholders.

- **Compliance Reference**

- ✓ **CBSE Handbook on Inclusive Education**
- ✓ **NEP 2020 – Equity and Inclusion Section**
- ✓ **School Health & Wellness Programme Guidelines (MoE, NCERT)**
- ✓ **Right to Education Act, 2009**
- ✓ **RPWD Act, 2016**