

## Well-Being

- ISL is committed to providing a healthy and safe school environment for staff as well as for students. The emphasis is on prevention, early intervention and remedy of health problems. ISL allows and encourages staff to use the services provided by the school nurses, personal counsellors and various other health specialists who are on staff.
- ISL also promotes healthy nutritional choices through the food presented in the cafeteria, offered at school events, or sold in the various vending machines.
- ISL endeavours to provide staff with opportunities which promote an awareness of healthy lifestyles. To this end the school takes initiatives such as the organisation of sports or other health-related activities on campus such as: fitness classes, staff sports groups, use of the campus swimming pool and fitness facilities, tai chi or yoga classes, and use of the school's fitness room. As well as other initiatives ranging from sharing personal wellness ideas to bringing in external health professionals.
- ISL organizes trainings for staff such as: positive peer coaching, Mental Health first aid or awareness.
- ISL offers a 24 hours external support line for emotional support and counselling.
- ISL sponsors activities in Luxembourg and surrounding using an e-platform, or staff.

## How we support Diversity, Equity, Inclusion and Justice DEIJ Committees

ISL is deeply committed to promoting Diversity, Equity, Inclusion & Justice through the formation of 3 DEIJ committees: There are more than 40 members strong

- The aim of the Committee is for everyone in the ISL Community to be heard, to be respected, to be educated and to feel safe around all of our DEIJ principles, and it's also to celebrate diversity and building inclusion through events, and finally it's to provide ongoing opportunities for reflection and learning.

## What do the DEIJ Committees do?

- Celebration & Belonging Committee - focusing on raising awareness, celebrating diversity, DEIJ events, Diversity Day, clubs and engagement
- Culture & Practice Committee - focusing on policy implementation, institutional practices & consequences.
- Community Learning - focusing on what & how we learn and grow to be more inclusive, creating learning opportunities for everyone, through programs, curriculum, and professional development.

## Diversity, Equity and Inclusion and Justice Policy Statement

The school does not tolerate any form of discrimination. It is the belief of all the members of the school community that ISL must offer an environment where staff of different nationalities, cultures, backgrounds and beliefs can learn to know, understand, and respect each other.

The school is an equal opportunity employer and will not knowingly discriminate against candidates on the basis of race, religion, gender, national origin, sexual orientation or age. Staff members and candidates need to be aware, however, that the school is bound by Luxembourg laws and policies which may hinder foreigners from some countries from obtaining work permits and related residency visas.

## Current actions

### Developing a schoolwide DEIJ philosophy and principles policy:

- Celebrating Diversity week with stories and reflections from our community, Assemblies hosting experts in intercultural education and global competencies development, DEIJ activities and displays for students;
- Speaking openly, freely and respectfully within the Advisory/Homeroom lessons, TED Talks, and the student-led webinars;
- Organising Human rights and Neurodiversity week, international lunch and international pronouns day
- Planning learning engagements, such as SafeZone, to support our communities learning needs so that everyone can belong
- Directly addressing discrimination issues that arise in school

### Amongst staff:

- Give additional consideration to diverse applicants;
- Partner with minority recruiting agencies
- Professional development for staff (and others) in identifying, addressing and talking about DEIJ with colleagues and students
- Evaluating existing and potential curriculum standards pertaining to DEIJ
- Evaluating Restorative Justice Processes
- Developing the ISL DEIJ page as resource centre for the whole school community

### Core DEI projects for 2024-25:

- Whole School DEIJ Cultural audit & recommendations
- Establishing safe havens for those needing support and to build trust
- Extending and consolidating the different DEIJ Events

#### What is DEIJ at ISL?

At ISL, we believe that each member of the community deserves an accepting, safe learning environment.

All community members, regardless of their gender identity, race, religion, disability, sexual orientation or socio-economic background, deserve to feel equally valued, seen and heard.

A diverse, equitable, and inclusive community benefits individuals and strengthens the whole. ISL is committed to embedding a lens of diversity, equity, inclusion, and justice (DEIJ) in our culture and educational practices. We strive to build systems that value the unique contributions of every student and staff member, engaging all in our shared vision. While DEIJ is a collective responsibility, the Director holds ultimate accountability for ensuring our culture reflects these principles. Together, we embrace our duty to help create a more just world.

Our staff is our most valuable resource. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our staff invest in their work represents a significant part of not only our culture, but our reputation and our School's achievements as well.

As a School we embrace and encourage our differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our staff unique.

Our staff diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

• *Respectful communication and cooperation between all staff.*

• *Collaboration and participation, permitting the representation of all groups and perspectives.*

• *Work/life balance to accommodate the varying needs of staff members.*

• *Contributions to the communities we live in to promote a greater understanding and respect for the diversity.*