ACS INTERNATIONAL SCHOOLS

HUMAN FLOURISHING CHARTER

VISION

At ACS, we are committed to fostering a community of students, families, staff, alumni and charitable partners that helps us all flourish. We aspire to live by our core values, joining together to build a global family in which everyone belongs. We believe every person has unique contributions to make to each other and to the world.

We value different points of view and seek multiple perspectives, listening to others with an open mind. We respect and include people with different backgrounds, life experiences, world views and expertise, because it's right, and because it makes us stronger. We acknowledge the negative power of a single story.

We promote positive change, seeking to manage differences productively, educate ourselves and others, and advocate for equal rights and participation. We will listen to and amplify other voices. We will work together toward a better future, where everyone is safe, valued and able to fulfil their potential, and where our societies are just and fair for all.

CONTEXT

As an organisation of four schools with students and staff from more than 70 countries, we have reflected and recognised that we have an important role to play in being a positive catalyst for change. We continue to learn and acknowledge that we can always do better, seeking the wellbeing of ourselves, our communities, and the wider world.

We will continue listening to members of our community who express their views with courage and candour, or with questions and uncertainty. We will respect the laws that govern our work in the UK, including the Equality Act 2010. We will work to eliminate discrimination and harassment in our schools, workplaces, and communities.

ACCOUNTABILITY

- We expect our community of staff, parents, students, alumni and charitable partners to uphold the vision and commitments outlined in this Charter.
- On an annual basis, we will continue to review this Charter to identify the key challenges and areas requiring development.
- We will measure and share the progress we make with our community through board reviews and an annual report.
- Our Trustees and Leadership Team fully support this Charter and commit to working with each school to develop action plans and to provide support and resources to the ACS Council for Belonging.

PEDAGOGY

We commit ourselves to a pedagogy that supports the flourishing of people in the human community by:

- Valuing and incorporating the lived experience of our students, staff, and community stakeholders
- Promoting personal and community resilience
- Supporting visionary change
- Fostering joy in connections and relationships with all kinds of people
- Learning through research and reflection
- Attending to those who have been overlooked, devalued, or disenfranchised

COMMITMENTS

Policies & Procedures

Ensure our policies and procedures are non-discriminatory, with regular professional development on what they mean and how to put them into practice within a culture of belonging.

Develop new policies where relevant.

Review how incidents of discrimination and harassment are accounted, managed and acted upon.

Ensure our community understands and acknowledges our Acceptable Use Policy (AUP) and social media guidelines.

Create and regularly review a glossary of non-discriminatory language that welcomes everyone.

Teaching & Learning

Ensure our curricula, learning resources and teaching practices are inclusive and represent a range of perspectives and cultures. Review and implement changes, as necessary.

Ensure every student has an equal learning opportunity to progress in their studies, and are not unfairly limited by any protected characteristic.

Provide opportunities for students and staff to be involved in initiatives that promote human flourishing, including learning how to manage differences, engage in civic debate, understand power and conflict, and challenge injustice.

Recognise identity as a fact, a right and resource within our learning communities.

Develop and measure dimensions of school climate that impact belonging.

Support curriculum reform and continually renew resources that support individual rights, non-discrimination, justice, human dignity, and one community from many different kinds of people.

Recruitment & Training

Ensure our recruitment, career development and promotional processes are fair for all candidates and staff.

Implement staff training from the point of recruitment to ensure our community understands the challenge of fairness and access as we work together to drive change.

Build a workplace culture that understands and values belonging and human flourishing, establishes clear standards of practice, and acts when they are not applied with integrity.

Support professional development that allows individuals to fully realise their potential and feel empowered by the knowledge they acquire to make change in themselves and the world.

Community Support

Work with alumni of all backgrounds to act as role models to our current students.

Create and support staff to ensure that everyone at ACS feels they belong and can flourish in our international community.

Establish opportunities for our community of students, parents, staff, alumni and charitable partners to connect and share current challenges and ambitions for the future.

Capture and proactively encourage feedback from our community.

Proactively develop partnerships with local, national and international organisations whose missions advance human flourishing.