



Equity & Inclusion Policy

SCHOOL POLICY · DRAFT FOR REVIEW · JULY 2026

JYOTI MODEL SR. SECONDARY SCHOOL, Adarsh Nagar, Delhi

Affiliated to CBSE — School Code: 1309228

Guided by our motto: "Work is Worship"

1. Preamble

At JYOTI MODEL SR. SECONDARY SCHOOL, we believe that every child is born with unique gifts, and that the purpose of education is to help each child discover and nurture those gifts. This belief is the foundation of our commitment to equity and inclusion.

We recognise that our school community is diverse — in terms of gender, religion, caste, socioeconomic background, language, culture, physical ability and learning needs. We see this diversity not as a challenge to be managed, but as a strength to be celebrated. We are committed to creating an environment where every member of our community — every student, every teacher, every staff member, every parent — feels a genuine sense of belonging, respect and value.

This policy articulates our commitments, practices and accountability mechanisms for ensuring that JYOTI MODEL SR. SECONDARY SCHOOL is a truly inclusive institution.

2. Legal and Policy Framework

This policy is guided by and complies with:

- **The Constitution of India:** Fundamental Rights guaranteeing equality before the law (Article 14), prohibition of discrimination (Article 15), and equality of opportunity (Article 16)
- **The Right of Children to Free and Compulsory Education (RTE) Act, 2009:** Prohibition of discrimination, no child shall be denied admission, and 25% reservation for economically weaker sections
- **The Rights of Persons with Disabilities (RPwD) Act, 2016:** Inclusive education, reasonable accommodation, non-discrimination
- **CBSE Affiliation Bye-Laws:** Mandatory provisions for equity, inclusion and non-discrimination in affiliated schools
- **National Education Policy (NEP) 2020:** Emphasis on equitable and inclusive education for all, including socio-economically disadvantaged groups and children with special needs

- **National Commission for Protection of Child Rights (NCPCR) Guidelines:** Child-friendly, inclusive schooling
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3. Non-Discrimination and Equal Opportunity

3.1 Admission

JYOTI MODEL SR. SECONDARY SCHOOL admits students without discrimination on any of the following grounds:

- Gender or gender identity
- Religion, caste, tribe or community
- Socioeconomic background or family income
- Physical ability, disability or medical condition
- Learning needs or educational background
- Language, culture or region of origin
- Family structure (single-parent, adopted, etc.)
- Any other status protected by Indian law

Our admission process is transparent, consistent and fair. Admission criteria are published on the school website and communicated to all applicants. Seats are reserved for Economically Weaker Sections (EWS) and disadvantaged groups as per RTE Act requirements, and these admissions are processed through the prescribed government mechanism.

3.2 Access to Opportunities

All students — regardless of gender, background, ability or any other factor — have equal access to:

- All subjects and streams offered by the school
- Laboratory facilities, library, computer lab and learning resources
- Co-curricular activities including sports, arts, music, dance, drama and clubs
- Leadership positions including class monitor, house captain, prefect, student council
- School events, competitions, field trips and excursions
- Remedial support, enrichment programmes and scholarship opportunities
- Career counselling and guidance services

No student is streamed, tracked or excluded from any opportunity on the basis of their identity or background.

3.3 Fee Concessions and Scholarships

- Fee concessions are available for deserving students from economically weaker families. The process for applying is confidential and dignified

- The school complies with RTE Act requirements for fee waivers for EWS students admitted under the 25% quota
 - Scholarships may be awarded to students demonstrating exceptional merit in academics, sports or co-curricular areas, regardless of their financial background
 - No student is denied admission or continued education solely due to inability to pay fees. Parents facing financial hardship are encouraged to approach the school office confidentially
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4. Gender Equity

4.1 Equal Participation

- All academic subjects, streams and career paths are open to students of all genders equally. There are no "boys' subjects" or "girls' subjects" at JYOTI MODEL SR. SECONDARY SCHOOL
- Sports, games and physical activities are gender-inclusive. Girls and boys have equal access to playground time, coaching and competitive opportunities
- Leadership roles — school captain, house captains, prefects, club heads — are open to students of all genders. Selection is based on merit, not gender
- School assemblies, events and celebrations feature equal representation and participation of all genders

4.2 Gender-Sensitive Practices

- Our teachers use gender-neutral language and avoid gender stereotyping in classroom instruction, examples and behaviour expectations
- Learning materials (textbooks, library books, worksheets) are reviewed for gender bias. Teachers supplement materials where needed to ensure balanced representation
- Career counselling actively encourages students to explore paths traditionally dominated by another gender — girls in STEM, boys in caregiving professions, etc.
- Separate, safe, clean, well-lit and private washroom facilities are maintained for girls and boys
- Sanitary napkins are available at the school office for female students and staff. A private, hygienic disposal system is in place in girls' washrooms
- Any incident of gender-based harassment, discrimination, or bullying — including sexist comments, unwanted attention, or non-consensual physical contact — is treated as a serious offence and dealt with under the Anti-Bullying Policy and, where applicable, the POCSO framework

4.3 Gender Identity and Expression

The school is committed to creating a supportive environment for all students, including those who may identify as transgender or non-binary. We will:

- Address students by their preferred name and pronouns

- Ensure access to appropriate washroom facilities
- Maintain confidentiality regarding a student's gender identity
- Provide counselling support
- Not tolerate any form of harassment or discrimination based on gender identity

In all matters related to gender identity, the school will work closely with the student and their parents to ensure the child's well-being and dignity.

5. Socioeconomic Inclusion

5.1 An Inclusive School Community

All students at JYOTI MODEL SR. SECONDARY SCHOOL — regardless of fee status or family background — participate equally in every aspect of school life:

- Classrooms are mixed, with no segregation or identification of students based on fee category
- All students wear the same uniform, participate in the same activities and share the same facilities
- No student is assigned different duties, chores or roles based on their fee status
- School supplies and materials are provided equally to all students for shared activities
- Students from EWS and fee-concession backgrounds are never identified, labelled or treated differently by teachers, staff or peers

5.2 Addressing Economic Barriers

- The school covers the cost of books, uniforms and school supplies for EWS students admitted under the RTE quota
 - Where field trips or special events involve costs, the school ensures that no student is excluded due to inability to pay. Alternative funding or fee waivers are arranged confidentially
 - Teachers are sensitised to be mindful of economic diversity and to avoid activities, assignments or expectations that inadvertently exclude or embarrass students from lower-income backgrounds
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6. Inclusion of Students with Disabilities and Special Educational Needs

6.1 Our Commitment

JYOTI MODEL SR. SECONDARY SCHOOL is committed to the inclusion of students with disabilities and special educational needs in accordance with the Rights of Persons with Disabilities (RPwD) Act, 2016 and NEP 2020 guidelines.

Inclusion does not mean that every student follows the same programme in the same way — it means that every student has access to a meaningful, challenging education in the environment that is most appropriate for them, with the supports they need to succeed.

6.2 Admissions

- Students with disabilities are eligible for admission on the same basis as all other students
- At the time of admission, parents are encouraged to share information about their child's disability or learning needs so that the school can plan appropriate support
- The school provides reasonable accommodations for students with disabilities as prescribed by CBSE (extra time, scribe, exemption from specific subjects, alternate assessment formats, etc.)

6.3 Physical Accessibility

Within the constraints of our existing infrastructure, the school is committed to improving physical accessibility. Current provisions include:

- Ramps at key entry points
- Classrooms are located on accessible routes where possible
- Accessible washroom facilities

Short-term and long-term accessibility improvements are part of the school's infrastructure development plan.

6.4 Academic Support

- Students with certified learning disabilities receive accommodations as per CBSE guidelines, including extra time, a scribe or reader, and exemption from specific subjects in board examinations
- Teachers use differentiated instruction strategies to support diverse learners in the classroom
- Additional academic support may be provided through remedial sessions
- The school counsellor works with students, teachers and parents to develop individualised support plans where needed

6.5 Social Inclusion

- Students with disabilities participate in all co-curricular activities, events and school life to the maximum extent possible
- Peer awareness and sensitisation programmes are conducted to foster understanding, empathy and inclusion
- Bullying, teasing or exclusion of a student based on disability is treated as a serious violation of this policy

7. Religious and Cultural Inclusion

7.1 Respect for All Faiths

As a school with a values-based foundation, we respect the religious and cultural diversity of our community. We do not promote any one religion, but we do promote understanding and respect for all faiths.

- School assemblies may include readings or thoughts from multiple traditions to promote interfaith understanding
- Festivals of all major religions represented in our community are acknowledged and celebrated in an inclusive, educational manner
- Students are encouraged to share their own cultural and religious traditions with their peers in a respectful setting
- No student is required to participate in any religious activity that goes against their family's beliefs. Parents may request exemption from specific activities in writing

7.2 Cultural Diversity

- Our curriculum includes content that reflects India's diverse cultural, linguistic and regional heritage
 - Cultural events and themed days celebrate the diversity of our student body
 - Language and dialect differences among students are treated with respect, not as deficiencies
 - Any form of cultural stereotyping, ridicule or disrespect is not tolerated
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8. Language Inclusion

- English is the medium of instruction, and we are committed to developing strong English proficiency in all students
 - Hindi is taught as a second language, and Sanskrit is offered as a third language
 - Students who join from non-English-medium backgrounds receive additional language support through:
 - A buddy system pairing them with English-proficient peers
 - Simplified instructions and bilingual support in the initial months
 - Additional reading and conversation practice
 - Sensitive, encouraging teachers who value progress over perfection
 - The school recognises multilingualism as a strength and encourages students to take pride in their mother tongue and regional languages
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9. Addressing Discrimination and Grievance Redressal

9.1 What Constitutes Discrimination?

For the purposes of this policy, discrimination includes, but is not limited to:

- Denying a student admission, access to any programme, or participation in any activity on the basis of their identity or background
- Treating a student unfavourably — through grading, discipline, attention or opportunities — because of who they are
- Making derogatory, insulting or hurtful remarks about a student's gender, religion, caste, background, ability or appearance
- Excluding a student from groups, activities or peer interactions based on prejudice
- Creating a hostile or intimidating environment for a student through words or actions

9.2 Grievance Redressal Mechanism

Any student, parent or staff member who believes they have experienced or witnessed discrimination has multiple avenues for reporting:

1. **Class Teacher or Grade Coordinator** — First point of contact for most concerns
2. **School Counsellor** — Can provide confidential support and guidance
3. **Principal** — For concerns not resolved at the class level, or for serious complaints
4. **Chairperson** — For concerns involving the Principal or requiring higher-level intervention

Reporting Procedure:

- Reports may be made in person, in writing, by email (info@jyotimodelschool.com) or by phone (011-2768 2469)
- Anonymous reports are accepted and investigated to the extent possible
- All reports are documented in writing
- The identity of the person reporting is kept confidential to the extent possible while conducting a fair investigation
- No person reporting discrimination in good faith will face retaliation of any kind

Investigation and Resolution:

1. The complaint is acknowledged within 2 working days
2. A preliminary investigation is conducted by the class teacher or a designated senior teacher
3. For serious matters, a committee (including the Principal and one other senior teacher) reviews the complaint
4. Both parties are heard separately, and efforts are made to gather evidence and witness accounts where relevant
5. Where discrimination is found to have occurred, appropriate consequences are applied under the Student Code of Conduct (or Staff Code of Conduct, as applicable)

6. Restorative measures — including apologies, counselling, mediation and education — are used alongside disciplinary consequences
7. The outcome is communicated to the person who reported the concern
8. The situation is monitored for a reasonable period to ensure resolution

9.3 Protection from Retaliation

The school prohibits retaliation against any person who reports discrimination, harassment or exclusion in good faith, or who participates in an investigation. Any act of retaliation is treated as a separate violation of this policy and may result in disciplinary action.

10. Staff Training and Sensitisation

All teachers and staff participate in mandatory annual training on:

- Understanding unconscious bias and its impact on classroom practice
- Creating inclusive classrooms
- Recognising and addressing discrimination, harassment and exclusion
- Supporting students with special educational needs
- Gender sensitivity and gender-neutral teaching practices
- Cultural competence and respect for diversity
- Communicating sensitively with parents from diverse backgrounds

New staff members receive this training as part of their induction programme.

11. Monitoring and Accountability

The school leadership monitors the implementation of this policy through:

- Annual review of admission data to ensure equitable access
- Review of participation data in co-curricular activities, leadership positions and school events across gender, class and other demographics
- Periodic review of incident reports related to discrimination or exclusion
- Feedback from students through class meetings, suggestion boxes and student council
- Feedback from parents through PTMs, surveys and parent-teacher association meetings
- Classroom observations by the academic leadership team to check for inclusive practices

Where the data reveals patterns of inequity or exclusion, targeted interventions are developed and implemented.

12. Awareness and Communication

- This policy is published on the school website
- A summary is included in the school diary / almanac
- Key provisions are discussed with students in age-appropriate ways during assembly and class meetings
- Parents are informed of this policy at the time of admission and through parent-teacher meetings
- The policy is displayed on the school notice board

13. Policy Review

This policy is reviewed biennially by the school leadership team or whenever significant changes occur in relevant legislation, CBSE guidelines or societal expectations. Feedback from students, parents and staff is actively sought and incorporated.

Version	Date	Summary of Changes	Reviewed By
1.0	July 2026	Initial policy	School Leadership

14. Related Documents

- Anti-Bullying Policy
- Safety & Security Policy
- Student Code of Conduct
- RTE Act — School Compliance Framework
- Rights of Persons with Disabilities Act, 2016 — Excerpts and School Guidelines
- NEP 2020 — Section on Equitable and Inclusive Education

For questions or concerns related to equity and inclusion, please contact the school office at info@jyotimodelschool.com or call 011-2768 2469.