



queen  
mira  
international  
school

# Gender Sensitization Staff Policy



qmis  
brochure



qmis  
website



qmis  
souvenir



QMIS

## Vision

**“To empower every learner to become a thoughtful leader, committed to driving sustainable change for a better world”**



QMIS

## Mission

- **Promoting personal growth and well-being through holistic development—integrating mental, emotional, and physical wellness—while fostering self-love, self-acceptance, and self-compassion.**
- **Fostering environmental awareness and stewardship by nurturing respect for nature and promoting sustainable living, conservation, and mindful resource use.**
- **Cultivating community and social harmony by fostering inclusivity, empathy, and mutual respect, while inspiring collaboration to address shared social and environmental challenges.**
- **Fostering global and digital citizenship by promoting compassion, ethical awareness, critical thinking, and responsible use of technology for learning, collaboration, and social impact.**
- **Empowering individuals through balanced living, integrating academics, athletics, and personal growth, while cultivating discipline, life skills, and financial literacy for responsible, independent success.**
- **Inspiring innovation and lifelong learning by embracing change, advancing skills, and cultivating an agile mindset for navigating a dynamic world.**
- **Building resilience and courage by empowering individuals to face challenges with confidence, adaptability, and a growth mindset.**



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## Core Values

QMIS builds the values through the environment, curricular and co-curricular programmes and shapes the staff and students with the following core values  
**Accountability, Commitment, Integrity, Positivity, Respect**



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## Guiding Statement

QMIS has a well structured guiding statements which act as the rungs of the ladders to take us to our vision.

- GS1:** Deliver a comprehensive and dynamic CBSE curriculum that blends local relevance with international best practices, fostering academic excellence and global citizenship.
- GS2:** Ensure a safe, inclusive, and nurturing environment that prioritizes the physical, emotional, and psychological well-being of all students and staff.
- GS3:** Instill a deep understanding of global interdependence, encouraging learners to take responsibility for sustainable living and meaningful change.
- GS4:** Provide opportunities that enhance life skills, well-being, self-management, and leadership through local and global engagement.
- GS5:** Promote a values-based education that inspires inquiry, collaboration, communication, and strong research skills.
- GS6:** Encourage multilingualism through regional languages (Tamil/Hindi) and global languages (French), fostering cultural awareness and global communication.
- GS7:** Seamlessly integrate technology to enrich learning, empower student creativity, and instill responsible digital citizenship and respect for intellectual property.
- GS8:** Drive continuous learning and curriculum development through purposeful, ongoing, and student-centered assessment practices.
- GS9:** Cultivate collaborative communities and equip students with globally relevant skills through financial education, creative expression and individualized learning in dedicated creative spaces.

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## **GSP 001 Introduction**

At Queen Mira International School, we recognize the importance of fostering an environment that promotes gender equality and respect for all individuals regardless of gender identity. This policy outlines our commitment to gender sensitization among staff members to ensure a culture of inclusivity, understanding, and mutual respect.

## **GSP 002 Purpose**

The purpose of this policy is to:

1. Promote awareness and understanding of gender issues among staff members.
2. Prevent discrimination and harassment based on gender.
3. Create a supportive environment for staff members of all gender identities.

## **GSP 003 Principles**

1. Equality : We believe in treating all staff members equally, irrespective of their gender identity.
2. Respect : We promote an atmosphere of respect where all staff members feel valued and supported.
3. Inclusivity : We embrace diversity and recognize the unique experiences and perspectives of individuals from different gender backgrounds.

## **GSP 004 Training and Education**

1. Gender Sensitization Workshops : We will conduct regular workshops and training sessions to raise awareness about gender issues, stereotypes, and biases.
2. Resource Materials : We will provide resources such as articles, books, and videos to educate staff members about gender diversity and inclusion.

## **GSP 005 Prevention of Discrimination and Harassment**

1. Policy Awareness : Staff members will be informed about the school's policies against discrimination and harassment based on gender.
2. Reporting Mechanism : We will establish a confidential and accessible reporting mechanism for staff members to report instances of discrimination or harassment.
3. Investigation and Resolution : All reports of discrimination or harassment will be promptly investigated, and appropriate action will be taken to address the issue.

## **GSP 006 Support for Staff**

1. **Counseling Services** : Confidential counseling services will be available to staff members who may need support related to gender issues or discrimination.
2. **Employee Resource Groups** : We will encourage the formation of employee resource groups to provide a supportive network for staff members from diverse gender backgrounds.
3. **Flexible Policies** : We will review our policies and practices to ensure they are inclusive and supportive of staff members' diverse needs related to gender.

## **GSP 007 Promotion of Gender Equality**

1. **Equal Opportunities** : We will ensure equal opportunities for career advancement, training, and professional development for all staff members, regardless of gender.
2. **Representation** : We will strive for gender balance and representation in leadership positions and decision-making bodies within the school.
3. **Curriculum Integration** : We will work to integrate gender-sensitive content into the curriculum and classroom practices to promote understanding and respect for gender diversity among students.

## **GSP 008 Conclusion**

Queen Mira International School is committed to creating a culture of gender sensitivity and inclusivity among staff members. By promoting awareness, preventing discrimination, and providing support, we aim to foster a supportive and respectful environment where everyone can thrive, regardless of their gender identity.

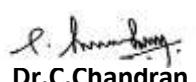
## **GSP 009 Policy Review**

- This policy will be reviewed once a year.
- **First Draft – 14.05.2024, Second Draft- 05.06.2025**

Regards,

  
Sujatha Guptan  
Director – Academics

  
Abinath Chandran  
Managing Director

  
Dr.C.Chandran  
Chairman

**“ No country can truly develop if half its population is left behind.”**

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