

Malton School

Equality Information and Objectives Statement

We welcome our duties under the Equality Act 2010 and the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017. The school's duties with regard to equality are:

- Eliminating unlawful discrimination, harassment and victimisation.
- Fostering good relationships between all who are a member of our school community.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Consult and involve those affected by inequality and eliminate discrimination.

We will not discriminate against, harass or victimise any staff member, student, prospective student, or other member of the school community because of their:

- Sex.
- Age.
- Race, including colour, nationality and ethnic or national origins.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Our values & ethos

At Malton School our aim is to provide a nurturing environment which inspires every individual to flourish. All our work is based around our 3 pillars that build success:

- Support: creating a community and learning environment that enables every individual to reach their full potential.
- Inspire: embedding an ethos of excellence in our teaching and learning to deliver the highest possible outcomes for all students
- Thrive: equipping every student with the knowledge, skills and cultural capital to allow them to flourish through multiple paths in life and enabling them to make a significantly positive contribution to society.

Underpinning these 3 pillars are our Core Values. We recognise the importance of promoting a strong set of core values that include:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

These all help provide a purposeful and inclusive learning environment.

We are committed to having a balanced, diverse and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that all within our community learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

For more information as to how both our pillars and the Core Values which underpin them are reflected across the teaching in school, please see the introduction to our curriculum.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Students will be taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive and respectful to peers, other students and staff of the school
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training to support and develop their knowledge.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning Thought for the week in Form time activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity in assemblies.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race – including colour, nationality and ethnic or national origins.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

Malton School will continue to work to ensure all members of our school community are able to feel valued as individuals. The school will ensure an inclusive approach for all through the curriculum delivery, PDA sessions, form time discussions, guest lecturers in assemblies, 'Thought for the Week' activities, House competitions across all subject areas, work with external providers.

Inclusion

Malton school fosters an inclusive environment for all members of the school community by ensuring all members of the school community have input into our provision. An example of this is Stakeholder input, which includes Student, Staff and Parent voice activities.

Closing Statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's [EqualityPolicy, Student Equality Action Plan 2022.23](#) and [Accessibility Policy](#) further outline the school's policies regarding equality.