



## Diversity, Equity and Inclusion (DEI)

### Statement of Intent

This document is a starting point which signposts and supports the journey of collaborative travel, enabling Maltman's Green School to be an authentic inclusive environment. We acknowledge the progress already made towards our commitment to DEI but recognise the ongoing necessary endeavours.

We see DEI as an "all school" strategic priority, where all stakeholders are involved in its development and implementation, allowing a better understanding of the lived experiences of our pupils, staff, parents and community. Our DEI strategy sits alongside our Equal Opportunities and Anti-Prejudicial Discrimination Policy.

#### Our Mission

- To inspire our pupils to fulfil their potential through high quality teaching and learning, in partnership with their parents and as a School.
- To create a safe, happy, thriving community that is conducive to learning in its broadest sense, with an emphasis on moral, social, cultural and spiritual development.
- To achieve an enriched community by becoming even more diverse, equitable and inclusive, strengthened and anchored by our commitment to our Maltman's Mindset.

#### Underlying Principles

The principles of diversity, equality and inclusion underpin our intent. Furthermore, we place real value on achieving equity, recognising that within our diverse community, adjustments may need to be made to eliminate unique barriers. Together, these are the pillars on which our DEI strategy stands. We understand what these principles mean to the School and believe we will achieve them by making the change from a 'fitting in' to a more inclusive 'fitting together' mind set.

#### Diversity

We celebrate the fact that our staff, pupils and extended community are from a range of social, cultural, religious and ethnic backgrounds. We understand that each of us is unique and that these differences make us collectively stronger.

#### Equality and Equity

We value everyone. All in our community are equally valued and fairly treated. Yet, we also recognise that whilst we are united by our common humanity, promoting both equality *and* equity in our community acknowledges the different starting points of individuals, as we seek to create a community and society which promotes better stepping-stones to achieving successful futures through our employment, management and teaching and learning practices.

#### Inclusion

We believe everyone should be listened to, heard, able to contribute to the School community and left feeling that they belong. We provide opportunities to mix and share and believe everyone should have the freedom to express themselves without inhibition in a psychologically safe environment.

## Our Community

We seek to ensure the wider School curriculum promotes and celebrates Equity, Diversity and Inclusion. In our drive to create a cohesive community, we remain committed to identifying and overcoming unconscious biases, removing obstacles and creating access, so that all our stakeholders feel valued, respected and feel they belong.