

Meadow High School

Equality Information and Objectives statement

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Signed by:



Headteacher

Date: January 2025



Chair of Governors

Date: January 2025

Meadow High School

Equality Information and Objectives Statement

Opening statement

We aim to ensure that all our pupils, staff, family members, Governors, visiting professionals and other visitors regard our school community as a safe and happy place to be.

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

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

- Sex.
- Age.
- Race.
- 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.

[Updated] Aims to eradicate discrimination

[Updated] By working with three external experts / groups, the school is working to educate all of the school community. This is with particular regard to anti-racism and anti-homophobia.

[Updated] We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.

- **[Updated]** Adopting an inclusive attitude and 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.
- **[New]** Challenging bias in order to move the conversation forward.

[Updated] We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils 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.

[Updated] 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 seriousness. 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.

When dealing with prejudice we use an education first approach. We assume that at least in the first instance, and potentially in further instances for pupils with a lower level of cognition or with more rigid behaviours, instances of prejudice may be due to a lack of understanding and therefore we will seek to educate and support the person.

[Updated] Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Tolerant.
- Eager to reach their full potential.
- **[Updated]** Inclusive.
- 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.

[Updated] The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- **[New]** Seek training if they need to improve their knowledge in a particular area.

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

- Planning activities for key diversity awareness days.

- Celebration of achievement assemblies.
- Incorporating lessons about diversity into the curriculum.
- Ensuring that presentations represent the diversity of our school community.

Equality and dignity in the workplace

We want every member of staff to be happy coming to work. For this to happen they must feel safe and valued. We seek to be both proactive and reactive with regard to our development journey and a significant aid to this is our annual surveys, which capture staff and pupil views. These inform our actions in making Meadow High School a fantastic place to work and learn.

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- 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.

[New] Diversity and representation

Our staff population does not yet match the diversity of our pupil population. By celebrating and communicating the steps we are taking to be an inclusive community, we hope to attract people from a wide range of ages, genders, sexualities, races, religions and those with disabilities to join us.

[New] Inclusion

We believe that Inclusion is not a destination but a journey. On this journey, if we become aware of barriers to inclusion we always seek to eradicate these, whatever they may be. Recent examples are: more wheelchair accessible doors; vocational pathway placements for pathway 1 pupils; single changing rooms.

Closing statement

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

Our wish is to not only create an inclusive, tolerant, non-prejudicial school community. It is also that the work we do with young people during their time with us, impacts on their wider family, friends and future family, leading to a more tolerant, inclusive, non-prejudicial society.

The school's [Equality Information and Objectives Policy](#), [Pupil Equality, Equity, Diversity and Inclusion Policy](#) and [Staff Equality, Equity, Diversity and Inclusion Policy](#) further outline the school's policies regarding equality.