

Equality, Diversity and Inclusion

Maryland is committed to equality, diversity and inclusion. We aim for a harmonious environment and as part of our community, these values underpin everything we do. We ensure that **every member of our diverse community** is nurtured, celebrated, and feels secure and included within our school community.

Whilst equality, diversity and inclusion are closely related, and often discussed as a single concept, it is useful to consider the individual terms and their meanings.

- **Equality** - means that everyone is treated the same, is treated fairly and has the same opportunities. **Equity** is slightly different from equality in that it recognises that each person has different circumstances. This means that varying types or levels of support might be required, depending on individual need, to take full advantage of equal opportunities.
- **Diversity** - means recognising, respecting and welcoming everyone's different backgrounds, identities and experiences. Promoting diversity celebrates people's differences and uniqueness.
- **Inclusion** - means that everyone is encouraged to retain their uniqueness, they aren't singled out for being different, and have a sense of belonging and being valued.