

Diversity and Equality Action Plan 2023-24

Identified Need	Aim	Actions	Measures
<p>To adapt to the changing demographic of the school as well as the volatile political landscape, and growing radicalisation of young people.</p>	<p>Embed celebrating diversity and inclusion as a key value of the school</p> <p>BV: Tolerance Democracy Respect</p>	<p>Write and Publish a Diversity Policy that outlines our goals in all aspects of School. (Curriculum, Pedagogy, Pastoral, Behaviour, and Community Engagement, Human Resources)</p> <p>Engage representatives from staff, students and to give their views and review plans.</p>	<p>- Number of stakeholders who have engaged with the strategy document</p> <ul style="list-style-type: none"> <li>- Feedback received from school community</li> <li>- Alignment of school practices and initiatives with the strategy document.</li> </ul>
<p>To broaden students understanding of diversity.</p>	<p>To create a safe environment for students and foster a sense of belonging to their community which increases engagement.</p> <p>BV: Tolerance Respect</p>	<p>Implement “Everyone is Welcome” campaign to increase visibility of tolerance and respect.</p> <ul style="list-style-type: none"> <li>- Consistent visuals and phrasing to be rolled out to classrooms and staff.</li> <li>- Messaging to appear in tutor time and Assemblies</li> </ul>	<p>- Increase in reported incidents of inclusive behaviour and acts of kindness within the school community.</p> <ul style="list-style-type: none"> <li>- Survey results or feedback indicating an improved perception of inclusivity and acceptance within the school.</li> </ul>
<p>Staff to feel confident and able to act to challenge and support diverse students accessing education.</p>	<p>Arrange Staff CPD around supporting and talking about persons of protected characteristics</p> <p>BV: Rule of Law Tolerance Respect</p>	<p>Develop a strategic professional development plan that includes regular diversity and inclusion training sessions for all staff members.</p> <ul style="list-style-type: none"> <li>- Invite external speakers or trainers to provide specialised training on topics like supporting non binary students, unconscious bias, inclusive classroom practices.</li> </ul>	<p>Number of staff members who attended the CPD sessions on supporting and talking about persons of protected characteristics.</p> <ul style="list-style-type: none"> <li>- Observations or self-assessments of staff members demonstrating increased confidence and competence in addressing issues related to protected characteristics.</li> </ul>
Identified Need	Aim	Actions	Measures
<p>Proactively reduce instances of discriminatory behaviours.</p>	<p>Develop Respect and Inclusion Education packs to be used alongside sanctions for discriminatory behaviours.</p>	<ul style="list-style-type: none"> <li>-research pre-existing resources available through community and cultural groups.</li> <li>- develop a standardised reflection and review practice to measure engagement.</li> </ul>	<ul style="list-style-type: none"> <li>- Feedback from Pastoral Leads and Students regarding the effectiveness of the education packs in addressing discriminatory behaviours.</li> </ul>

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	BV: Rule of Law Tolerance Respect	- Review how this is shared with parents and include them in the process.	- Reduction in the number of incidents of discriminatory behaviours
Building Cultural Capital	Develop community links with cultural and diversity positive groups  BV:	<ul style="list-style-type: none"> <li>- Liaise with student groups through Surrey University to collaborate on cultural education and celebration.</li> <li>- Invite three external cultural groups to engage with our student body over the year.</li> </ul>	<ul style="list-style-type: none"> <li>- Continuing relationships with community partners</li> </ul>
Increase Student Leadership and Visibility of Diversity	Increase the activity and importance of the diversity committee and student led diversity education.  BV: Democracy	<p>Revitalise Diversity Committee</p> <ul style="list-style-type: none"> <li>- Directly target key students via collaboration with Eikon.</li> <li>- Engage senior student leaders as role models in the beginning of the year.</li> <li>- create a project calendar which is manageable and increases visibility</li> </ul>	<ul style="list-style-type: none"> <li>- Increased participation and engagement of committee members in diversity-related initiatives or projects.</li> <li>- Number of successful diversity events or activities organized by the committee.</li> </ul>