

Priorities for School Development Plan: Develop equality and diversity across the school and reduce incidents related to intolerance.

Priority	Action	Update
Updated Equality and Diversity policy to go to governors in Term 1 (draft complete September 2020). Details our specific federation values, aims and updated guidance on the management of incidents related to intolerance.	GS & PB	PB sent updated plan for review Feb 2022. Some amendments to be made on language around transgender students.
A programme of equality and diversity based CPD/training to be provided for all teaching staff (ISSK, PB & GS) and other key groups (Governors, Safeguarding team, Heads of Year and LSAs). A focus for 2020 will be race, LGBTQ+ (with an emphasis on transgender education for inclusion) and gender awareness.	GS GS/PB	LGBTQ+ Awareness training delivered to all federation staff by EDIT Team, GS & PB Term 6 2021 and Term 1 2022. Good response and feedback overall. Trans awareness (Transgender and non-binary) training postponed in December 2021 due to tightening of Covid restrictions. Re-booked for INSET 8 th June 2022. Race awareness training (including GRT) to be delivered by EDIT Term 1 2022. GS has been working with HoY team at HC to meet training needs. GRT session recently cancelled by EDIT but looking to source for HoY team prior to next academic year. GS has put HoY team in touch with EDIT for guidance and support for some GRT students.
New: Derogatory and Offensive language. Guidance to be given to staff to inform about the types of discriminatory language being used by students to ensure consistency in logging and consequences. Document contains guidance on homophobic, transphobic, sexist, racist, ableist and other derogatory and offensive terms.	PB & GS	GS devised guidance for incidents related to use of discriminatory language for all staff. Disseminated at training Term 6 and Term 1 2021. Incidents logging changed on SIMS. Senior staff and HoY to monitor incidents and use Stage system to escalate repeat incidents. Student referrals for RC's being made to GS & PB directly by staff.
Student leadership will also receive training (1 full day) at KS4 and KS5 to continue to develop a community allies group promoting inclusive and tolerant whole school community.	GS	Student leadership training has not been completed - due to continued stresses on curriculum time. GS focusing on establishing regular student groups during lunch breaks to improve inclusive student community. Student LGBTQ+ group for KS4 & KS5 continues to be popular and successful. Now runs every Monday with an average of 25 students per week.

		<p>Community Allies for KS3 (Y7 – 9) starting April 2022 with Rabyah Manzoor. Themed by term – the first term is focused on 'Identity'.</p> <p>'A Room with a View' launching for KS4 & KS5 April 2022 with Alice Bradley. Focusing on key issues in society and offering opportunities for critical thinking and public speaking. The first term will be on issues related to identity politics.</p>
<p>Equality and Diversity based advisory sessions will be sequenced and delivered on a regular weekly/bi-weekly basis to ensure regular discussions promoting a well-informed and inclusive school community.</p>	GS, GI	<p>Workload has been an obstacle to this during Semester 1.</p> <p>GS looking for support with Inclusion Ambassadors to try and build a network of well-informed staff who can promote issues related to E&D in their advisory teams and support with creation of suitable resources for all year groups. Ideally the opportunity advert to go out this term and for staff to take on roles (1 per advisory year team). PB has discussed with JB and GS to discuss with LB.</p>
<p>A staff working group will be established to undertake additional training and lead on audit style reflections on their respective curriculum areas to continue developing an inclusive and representative curriculum.</p>	GS & PB	<p>See above. Intended. GS intends for Advisory Inclusion Ambassadors to become this group to avoid additional workload for staff. 1 meeting per term and should ensure diversity of voices in staff and across Key Stages.</p>
<p>Liaison with PSHE Co-ordinator to ensure training and guidance is provided for staff to deliver inclusive and diverse curriculum.</p>	GS & PB	<p>Tackling through wider staff training due to workload constraints.</p>