

### Personal Development Priority: Equality Diversity and Inclusion

DRIVER	ACTIONS	WHO	WHEN	COST	KEY IMPACT MEASURES	Impact: linked documents
<b>Lead</b>	<ul style="list-style-type: none"> <li>Establish understanding of Silver Diversity Mark criteria</li> <li>Develop robust procedures for tracking attainment of specific groups of EDI students (ie. Ethnicity)</li> <li>Establish shared understanding of LGBTQ+ and EDI with all stakeholders including parents/ carers and governors</li> <li>Further communication with parents/ carers around RSHE and EDI through the mechanism of a new RHSE consultation reflecting changes in delivery in Personal Development since initial consultation</li> <li>Establish clear understanding of cross-academy delivery of EDI and RSHE through mapping documents and supporting material on the website</li> <li>Reinforce understanding of the Protected Characteristics and their role in EDI and LGBTQ+</li> <li>Develop strategies regarding inclusive language with staff and students</li> </ul>	JKE VDU	Ongoing Ongoing  Feb 2022  Feb 2022  Feb 2022  Ongoing  Ongoing  Oct 2022		Shared understanding of Diversity Mark Strategy documents in place Shared understanding of EDI, RSHE and LGBTQ+ RHSE consultation carried out Mapping in place Shared awareness of Protected Characteristics Inclusive language guidance shared and understood via CPD and assemblies	
<b>Align</b>	<ul style="list-style-type: none"> <li>Align with statutory requirements (ie. DfE RSHE)</li> <li>Align with Equality Act 2022 and Protected Characteristics</li> <li>Align with Personal Development curriculum and subject curriculum</li> <li>Align with Protected Characteristics plan</li> </ul>	JKE VDU	Ongoing Ongoing Ongoing Ongoing		EDI initiatives aligned with relevant strategies	
<b>Implement</b>	<ul style="list-style-type: none"> <li>Analyse performance of EDI groups (ie. Ethnicity) using data collection evidence</li> <li>Analyse attainment and progress of EDI groups in summer 2022 exam series</li> <li>Review existing Protected Characteristics Plan and implement reviewed version</li> <li>Create an EDI map showing coverage of EDI topics across the curriculum and share via website</li> <li>Review displays and promotional material to ensure they are inclusive</li> <li>Implement guidance for inclusive language with students and staff via assemblies and CPD</li> </ul>	JKE VDU	Ongoing  Oct 2022  Nov 2022  Dec 2022  Ongoing  Nov 2022  Nov 2022		Analysis in place with strategies for future action Protected Characteristics Plan in place EDI map in place Inclusive displays Inclusive language guidance implemented with students and staff with impact upon student behaviour and attitudes Intervention in place and making an impact upon	

	<ul style="list-style-type: none"> <li>Implement intervention for underperforming groups and individuals (EDI focus)</li> <li>Include EDI analysis of progress data following DC1 with Impact and Action document and link to C&amp;C meetings post-DC1</li> <li>Include feedback on EDI strategies in relevant governor's meetings</li> <li>Include coverage of EDI content in newsletters and on Twitter</li> <li>Deliver assemblies on LGBTQ+ History Month and Pride Month</li> <li>Deliver student-led assemblies on key EDI content</li> <li>Continue to develop student leadership via EDI ambassadors and Wellbeing ambassadors</li> <li>Continue the work of the EDI staff group and use as a sounding-board for initiatives</li> <li>Hold another RSHE parental consultation to spread awareness of RSHE coverage and to share plans for delivery of RSHE content during 2023</li> <li>Develop coverage of LGBTQ+ in the context of the Protected Characteristics within the Personal Development programme</li> <li>Implement projects alongside external providers to support coverage of LGBTQ+ (Just Like Us – Pride Club and talks to students)</li> <li>Bid for Extended SCA funding</li> <li>Gain student voice on LGBTQ+ content and coverage</li> <li>Deliver assemblies on homophobic/ biphobic and transphobic bullying</li> <li>Continue to develop initiatives with partners including Solutions Not Sides, Anne Frank Trust and UCL Holocaust education</li> <li>Achieve Diversity Mark Silver award</li> </ul>		Ongoing  Ongoing Ongoing Ongoing  Ongoing  Ongoing  Jan 2022  Dec 2022  Jul 2022  Nov 2022  Jul 2022  Jul 2022  Ongoing		progress of identified students EDI coverage – governor's meetings, Twitter, newsletters Student-led assemblies undertaken Regular meetings of student ambassadors with impact upon student behaviour and attitudes RSHE consultation held and understanding and agreement from parents/ carers Workshops and events linked to external providers in place and student feedback positive Student voice indicating positive attitude towards LGBTQ+ Diversity Silver Mark achieved	
<b>Review</b>	<ul style="list-style-type: none"> <li>Student voice on EDI topics to be undertaken</li> <li>Reviews (safeguarding, BDAT) to analyse effectiveness of EDI strategies</li> <li>360 reviews to monitor and evaluate EDI provision</li> </ul>	JKE VDU	Jul 2022  Ongoing  Ongoing		Positive feedback from internal and external reviews/ QA Positive student feedback Positive staff feedback	

	<ul style="list-style-type: none"> <li>Bullying and C-POMS data scrutinised, patterns identified and intervention in place</li> <li>Monitoring and evaluation through Diversity Silver Award assessment visit</li> </ul>		Jul 2022		Positive feedback from other stakeholders Attainment data to gauge impact of EDI strategies	
<b>Secure</b>	<ul style="list-style-type: none"> <li>Shape strategy for 2023-2024 considering outcomes from review actions</li> <li>Embed procedures developed during 2022-2023 in 2023-2024 practice</li> <li>Continue to review impact of strategies during 2023-2024</li> </ul>	JKE VDU	Jul 2022 Sept 2023 2023-2024		Continual improvement in EDI students and in achievement of EDI groups of students	