



Diversity, Equity, and Inclusion Statement – Aims and Objectives 2021

Old Palace as a School and a workplace is striving to promote equitable treatment, champion diversity and increase inclusivity.

- 1. To achieve an inclusive school environment, which promotes and monitors equality of respect for all forms of diversity within the School Community.**
 - a. Appoint a governor and a member of Senior Leadership to have specific responsibility for Diversity, Equity and Inclusion
 - b. Set up and develop a Diversity, Equity and Inclusion working party
 - c. All staff to receive training on diversity and inclusion
 - d. Revise and publish our staff Code of Conduct to make sure it explicitly promotes the quality of respect for all forms of diversity and is unequivocal on taking a zero-tolerance stance to discrimination of any form
 - e. Revise and publish our student Code of Conduct to make sure it explicitly promotes the quality of respect for all forms of diversity and is unequivocal on taking a zero-tolerance stance to discrimination of any form
 - f. Develop a clear and transparent process for reporting and investigating any instances of discrimination so issues are readily reported and addressed promptly and supportively
 - g. Survey students & staff biannually to gather feedback on experiences related to diversity, equity and inclusion, using the results to help direct future DEI action plans
 - h. Ensure that the school engages with and promotes diversity and inclusion by marking significant events through assemblies, library reading list and school events

- 2. To promote and offer a diverse and inclusive education through both the curriculum and wider engagement opportunities**
 - a. Review Prep curriculum to look for opportunities to make more diverse & inclusive
 - b. Review of curriculum at KS3 to look for opportunities to make more diverse & inclusive
 - c. Review of curriculum at KS4 & KS5 looking for opportunities to make more diverse & inclusive but within bound of exam board syllabi

- d. Review Learning for Life curriculum to ensure that issues of Diversity, Equity and Inclusion issues are dealt with in depth and cover material that is up to date
 - e. Ensure that the range of extracurricular opportunities includes those that promote diversity and inclusion
 - f. Monitor the diversity of people and perspectives we offer through any visiting speakers
- 3. To promote diversity amongst our staff in all roles and at all levels of the School and offer an inclusive staff experience**
- a. Promote and monitor diversity in the School Governance and management, reporting details to the School Committee and DEI Group
 - b. Promote and monitor diversity in staffing, reporting details to the School Committee and DEI Group
 - c. Review and update recruitment materials to promote our commitment to becoming a more diverse employer
 - d. Review and update recruitment processes to reduce levels of unconscious bias in the process
 - e. Explore ways in which there might be capacity to offer flexible working for employees as appropriate for their role
- 4. To advance diversity of student recruitment, equity of academic attainment and progress, and equity of engagement in extra-curricular activities**
- a. Promote and monitor diversity of student recruitment, including of bursary and scholarships
 - b. Ensure website and other admissions materials promotes the diversity and inclusivity of our school community
 - c. Analyse, monitor and report on equity of academic attainment and progress of students looking at final results and value added.
 - d. Analyse, monitor and report on equity of engagement in extra-curricular activities.