

Diversity, Equality and Inclusion

Vision

- Closing achievement gaps between dsv and non-dsv students and WBR and non-WBR.
- raising awareness around the different protected factors, especially raising the profile of awareness days and important religious festivals that are most relevant to our local and wider community via assemblies, fundraising events or trip opportunities.
- When teaching topics that may relate to issues such as sexuality racism, extremism, sexism, homophobia or any other form of discrimination, we need need create safe spaces for students to be able to ask questions but also make sure offensive terms are not used by staff and impartially is sustained.
- The vision is to use department time as an opportunity to develop our curriculum;through the support of CMT, a department review of materials used and content delivered to identify where issues may arise and how these are addressed and thought about.
- Diversity Student Ambassadors

Aim	Action	Who
<p>We aim to narrow the progress gap between disadvantaged and non-disadvantaged students</p> <p>(Advance equality of opportunity)</p>	<ul style="list-style-type: none"> - analyse student achievement and Inclusion data in all year groups - promote and encourage this group of students to become more involved in the co-curricular programme of the school - activities that encourage "Reading for Pleasure" - Disadvantaged students (ongoing) monitor the quality of marking 	<p>DEA SBU and literacy team PDE PMA - clubs and activities</p>
<p>We aim to narrow the progress gap between WBR students and non- WBR student</p> <p>(Advance equality of opportunity and foster good relations)</p>	<ul style="list-style-type: none"> - analyse student achievement and Inclusion data in all year groups -reviewing the curriculum offer at KS4 and KS5 pathways continuing our engagement with parents/carers through 	<p>DEA (achievement) SBU (T&L strategies)</p> <p>DSI (Curriculum)</p> <p>EBR and YAG (Careers/post-18 pathways)</p>

	Structured Conversations, whilst working with external agencies	
<p>Promote the aspirations of all girls to full engagement in their learning and the next steps in their education.</p> <p>(Eliminate discrimination, harassment or victimisation and advance equality of opportunity)</p>	<ul style="list-style-type: none"> - Development of a differentiated response system for a small number of students less able to meet school expectations. - Further develop the use of the school internal withdrawal facility to promote positive re-engagement in learning. - Continue to track data to identify trends and initiate action plans e.g. SEN pupils (attendance) 	<p>DSI and DEA</p> <p>PDE and HOYS</p> <p>HOYS/all staff/SEND dept</p>
<p>Ensuring that our school is a safe, secure and stimulating place for staff and students</p> <p>Give students the opportunity to feedback on any actions carried out and suggestions for areas moving forward</p>	<p>Fortnightly meeting with student committee These started in October 2022</p> <p>Staff CPD</p> <p>Diversity & Equality Newsletters</p>	<p>YAG - Monday Lunchtimes in M1 YAG to advertise to all students via year group GC</p> <p>YAG to liaise with SBU to invite UK feminista for training on tackling sexism and sexual harassment in schools</p> <p>YAG to liaise with SBU to invite Mind UK</p> <p>YAG/staff/students - Termly Newsletters published (Dec, March and July)</p>
<p>Further promote the British values of respecting the rights therefore differences of all school community members by the greater use of community languages therefore promoting greater engagement in school activities of students' family members for which English is an additional language.</p>	<ul style="list-style-type: none"> -Assemblies on the different british values - CPD for all staff and Governors on the Equality Duty and the importance of Brentford community languages. - Audit the current use of community languages across the school community 	<p>PDE/HOYS</p> <p>SBU/DSI</p> <p>??</p>

	- Assemble a team of volunteers and where necessary, paid translators for key community languages willing to engage in activities that use community languages more widely across the school.	Staff/LSH/6th formers if needed
Begin developing subject curriculums to ensure all subjects cover relevant protected factors in their subject area where possible	Item in CMT meeting early in the summer term to give depts time	YAG to request slot in CMT YAG to meet with MW to look at how some of the 9 protected factors could be developed in the Blossom curriculum DSI to support PMA - can this be added to the personal wellbeing/SMSC overview
To ensure that the SMSC/Blossom programme address issues surrounding terrorism, radicalisation, increasing Islamophobia projected through the media (Eliminate discrimination, harassment or victimisation and foster good relationships)	- Review tutor programme to ensure it is responsive to topical issues and current news items -Address key issues , radicalisation, terrorism, Islamophobia through schemes of work development in Blossom and RE	PDE/HOYS/SLT HOD RE/PSHSEE PMA/DSI
To ensure the opportunity to celebrate the diversity of our school community through a scheduled diversity week in the calendar (Eliminate discrimination, harassment or victimisation and foster good relationships)	- Calendar event - Have inclusive activities for all students throughout the week	YAG to work with student committee and outside agencies to put this week together
Summer term - Following student feedback, start 'activism groups' - Feminist Group	Through the fortnightly meeting, YAG to establish who wants to be a part of these groups	Feminist Group - YAG to contact UK feminista LGBTQIA+ Group - YAG to contact

- LGBTQIA +	Ex-student who works for this organisation to support https://talkconsent.org/	Stonewall and SET to see if they can run any student training session
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Things to continue doing:

- **With nearly half of our student population being Muslim, we aim to raise the profile of the month of Ramadan and Eid**
- **Any fundraising events in response to global humanitarian issues**