

EDI OBJECTIVES



POSITIVE MALE ROLE MODELS

Promoting respect, equality, and inclusion by challenging misogyny and empowering all voices.



NEURO DIVERSITY

Recognising and celebrating the different strengths, perspectives, and creativity of every mind.



IDENTITY & BELONGING

Be yourself, belong with us.

Ensuring every voice matters, and every identity is welcome.



CULTURAL DIVERSITY

Valuing all different backgrounds, traditions and stories.

Celebrating all to build respect and unity.



WOMEN INTO LEADERSHIP

Developing future female leaders through opportunity, support and progression.

Be yourself, Belong with us.

Action Plan



Positive Male Role Models

Promote positive male role models

RSHE to focus on healthy relationships, effects of pornography and early mental health support

Create safe places and opportunities for students to talk to us - 'Let our students lead the way'



Neurodiversity

Appoint neurodiversity champions

Complete neurodiversity awareness training

Create neuroinclusive recruitment processes

Create more calm and sensory friendly spaces for our community



Identity and Belonging

Appoint LGBTQ+ champions

Provide training on pronouns and inclusive language

Celebrate awareness events

Give our community a voice through creating safe spaces for people to share their stories



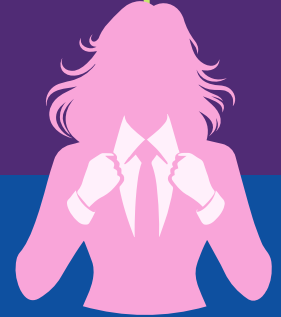
Cultural Diversity

Appoint cultural diversity champions

Provide training on unconscious bias

Celebrate cultural festivals

Build partnerships with community cultural organisations



Women into Leadership

Develop a talent pool of our future female leaders

Embed this into our CPD & PDR processes

Create our own internal women & girls into leadership programmes

Partner with external women & girls into leadership programmes

EDI Timeline

Phase 1 Sep 25 - Dec 25

Champions & Celebrations

- Appoint our Champions for neurodiversity, cultural diversity and LGBTQ+
- Promote positive male role models
- Create a celebration calendar
- Celebrate awareness events and cultural festivals
- Promote student Leadership opportunities for girls

Phase 3 Sep 26 - Dec 26

Building Partnerships

- Creating safe spaces for our children staff and community to engage with us
- Building Partnerships with our community to create opportunities for learning and collaboration
- Accreditation

Research & Recruitment

- Understand our demographic through targeted surveys
- Recruit to our EDI & Wellbeing Working Group
- Collate data from PDR's & research Women into Leadership programmes
- Create neuroinclusive recruitment processes

Phase 2 Jan 26 - Jul 26

Training & Professional Development







- Targeted training on areas of EDI
- Women into leadership programmes offered internally and externally
- Building support into the RSHE curriculum around misogyny

Phase 4 Jan 27 - Jul 27



TERMS OF REFERENCE

EDI & WELLBEING WORKING GROUP

P	<ul style="list-style-type: none"> Promote culture Implement action plan Advise on EDI & Wellness Generate ideas 		Purpose
O	<ul style="list-style-type: none"> Identify barriers Find solutions Increase awareness Create an EDI culture 		Objectives
R	<ul style="list-style-type: none"> Open to staff and students Aiming for a diverse group Minimum 10 members 		Roles
F	<ul style="list-style-type: none"> Meetings held half termly Set agenda Counts as CPD time 		Frequency
R	<ul style="list-style-type: none"> Actions and outcomes shared with students, staff and SLT Updates in Newsletter 		Reporting
R	<ul style="list-style-type: none"> Review of the working group annual Agenda reset annually 		Review

**Are you passionate
about making our Trust
a more inclusive and
happy place for
everyone?**

**We're launching an
EDI & Wellbeing
Working Group
to make a change,
where every voice
matters.**

💡 What You'll Do:

**Share ideas to improve EDI &
Wellbeing
Review school practices
through an equity lens
Plan awareness events and
initiatives
Represent staff & student
perspectives**



EDI & WELLBEING



WORKING GROUP

Who Can Join?

- All staff
- All students
- LAC's/Trustees

**All backgrounds, experiences,
welcome
we want a diverse team!**

Commitment :

- Meet once a term
- Take part in projects or events
- Be a voice for positive change

**Let's build a space where
everyone belongs**

📧 Interested?

**EDI & Wellbeing Lead
Neelam Yousaf
Director of People**

**[Click here to register your
interest](#)**