



Equalities, Diversity and Inclusion



Recap and progress

Everyone's Invited

- Assemblies given to years 9-13 in the wake of the death of Sarah Everard and the 'Everyone's Invited' movement
- Meetings with groups of students and also whole year group feedback taken from Year 12 girls and Year 12 boys led by female and male members of staff
- Follow up booking of speakers in May: Chris Hemmings, Oxford Brookes University Student Welfare Team and Louise Gibson (née Halliwell) Old Borlasian and GB cyclist and equalities activist.
- Chris Hemmings is coming to work with us in 2021/22 to work with masculinities across year groups as a long term project, training mentors for lower school project.



Equalities group meetings

- Group meets every two weeks
- 3 groups BAME, LGBTQ+, Gender Equalities
- Discussion and work around embedding equalities across the school, especially for lower year groups, staff training, parent workshops etc.
- Looking at benchmark awards for equalities and also whole school audit and self assessment
- Rewriting information in the planners
- Writing Borlasian articles
- Organising Equalities week in lower school tutor time for Summer half term 2

Equalities Groups

Agenda

28/04/21

2.00- 3.00: Room M10U and LRC

1. Update on work achieved so far
2. Voting on group leaders
3. Preparing for Chris Hemmings' visit 17/05/21
4. Writing a student/school equalities statement and material for KS3, 4, 5 planners (refer to [overview here](#)) Use the section below as a shared document for ideas and strands
5. Date of next meeting and agenda
6. AOB

Equalities Working Parties

Proposed equalities statement: We believe that every member of our Borlase community has the right to be treated with respect and dignity. We strive to ensure that every person in our community is given a fair and equal opportunity to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability. Our Borlase community works actively to promote equality, foster positive attitudes and is committed to an education for equality.

Summer Term 1
2021

3 working parties established with a range of activities/tasks decided within timeframes

BAME, LGBTQ+, Gender equality groups

Appointing lead roles within the groups to lead meetings together

Hosting speakers and question panels

Summer Term 2
2021

Equalities groups to lead Year 11 to 12 equalities training for students on, establishing codes of conduct and using scenarios training

Groups to participate in Equalities Symposium, leading panel discussions

Working with HoY on PSHE and tutor time materials - whole school

Autumn Term 1
2021

Summer holiday Year 6 to 7 transition camp on the theme of Equality

Equalities prefects begin their roles

Present to staff action plans for the year, staff information and training opportunities

Be involved in any parent workshops on equalities or personal development (2022)

Autumn Term 2
2021

Embedding and monitoring PSHE and tutor time resources and provision

Delivering on agreed action plans and activities

Any other ideas or events agreed as groups


Spring/Summer
2022

Handing over to year 12/11 for 21/22 to maintain and build on the work done in 20/21

Development planning

House events wide ranging to capture all students in participation





2021-2022

Further work and updates



2022

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Spring Term 2 2022

Website populated with updates (in progress)

Student led assemblies (already happening)

Student council focus on EDI

‘Call it out, call it in’ launch

International women’s day concert 08.03

Trans person talk 02.03

Prefect training to include EDI

EDI student film for website (in progress)

Summer Term 1 2022

Lower school EDI societies

Revisit subject curriculum
INTENT to add in EDI progress
and revisited targets

Subject pages on website updated
to add in EDI specific information

EDI student led conference
(postponed from last year)

Community outreach to
community leaders

Staff CPD training and parent
workshops

Summer Term 2 2022

Enrichment days
around EDI e.g. year 9
visiting places of
worship

Year 7/12 Dance on
Windrush project

Continued celebration
on national days

Continued lecture
series provision

‘Agents for Change’
launch



Diversity, Equalities and Inclusion – Long term

Building on the work that has already been established.

- Lower school societies for EDI
- EDI mentors from 6th form to lower school ambassadors in each form.
- Celebrate weeks and celebratory days as a whole school, each department is included e.g. Black History month library resources, History slave trade etc.
- Staff ambassadors
- Cultural exchanges with schools from around the world
- Decolonising and diversifying the curriculum
- Regularly review and replenish EDI provision
- Student led conference on EDI
- Alumni EDI mentoring
- Parent network and support workshops
- CPD and staff training on language

Outcome

Student surveys may capture some student experiences. Filmed student discussions and recorded interviews. Film lessons in which EDI is being discussed (or avoided). Watch how students and teachers respond? Whole school measurement by the number of racist, homophobic and transphobic incidents.