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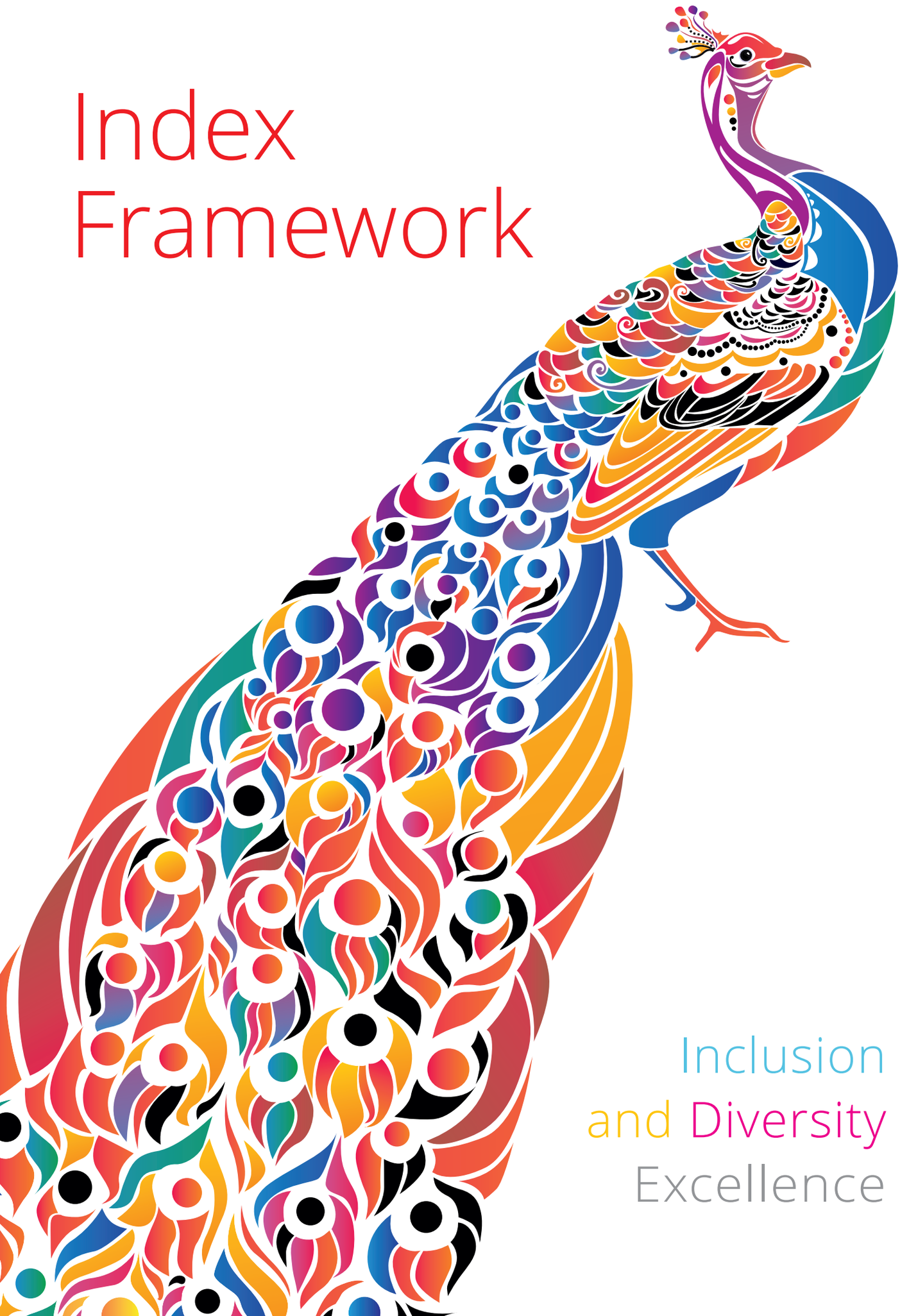
GROUP

Index Framework



Inclusion and Diversity Excellence

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Index Framework

Inclusion and Diversity Excellence

This framework provides guidance to promote the values of equity, diversity and inclusion and seeks to assist schools to be more effective and thus provide a better service as both an educational establishment and an employer.

Statement of Intent

- Commit to building a school culture which firmly embeds equity, diversity and inclusion - thereby creating a sense of belonging whereby every member of the school community feels valued
- Acknowledge the many positive aspects which diversity and inclusion bring to a school community and the boarding sector as a whole
- Prioritise the development of best practice for Index and demonstrate this commitment by including it in the school's development plan
- Empower staff and pupils to create change.

Leadership

- Appoint a Designated Inclusion Governor
- Embed best practice whereby the Head and SLT members take the lead regarding this work
- Appoint an Inclusion Lead (SLT member) who is provided with appropriate support, training and time
- Create an Index working group which meets regularly to identify and plan specific actions
- Appoint a pupil Inclusion Lead (member of the senior prefect team)
- Include Index matters as part of the staff appraisal process.

Audit and Action Plan

- Conduct a full audit of the current provision, policies and ethos of the school in respect of Index
- Develop an action plan which will be regularly updated
- Report progress to the Governors termly as a matter of routine.

School Environment

- Create an inclusive culture and environment in which all staff and pupils can positively engage and develop their self confidence
- Ensure that all staff are aware of their responsibilities and of the behaviours expected through training, consistent messaging, and role modelling from Senior Leaders.

Training

- Embed support and development for all staff and governors
- Organise specific and additional training as identified.

Practice

- Create opportunities for staff and pupils to discuss views and ideas within a respectful, constructive and professional environment in which challenging and robust conversations are integral
- Include Index as an agenda point for whole staff meetings as well as for departmental and other teams
- Develop transparent procedures in respect of how concerns or complaints should be properly raised. Absolute clarity that any issue brought forward in good faith will be taken seriously
- Commit to reflection upon and learning from both internal and external matters
- Establish a Pupil Index working group to discuss current issues
- Establish a Parent Index working group to discuss current issues
- Consider carefully and develop good relationships with the local community in respect of Index matters.

Policies

- Develop an Index policy which is compliant with the law and reflective of best practice; it should be reviewed annually by governors
- Review all policies and guidance with an 'Index lens' and ensure clarity, consistency and practical feasibility of delivery
- Introduce and maintain an incident record for both staff and pupils of discriminatory occurrences.

Curriculum

- Commit to creating an inclusive and diverse curriculum by reviewing schemes of work at a departmental level and identifying whole school opportunities
- Create time for pupils to discuss Index themes.

Recruitment

- Commit to being an equal opportunity, diverse and inclusive employer
- Develop realistic targets for maintaining or increasing diversity and inclusion in school
- Review the recruitment process.

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