

Equality, Diversity and Inclusion (EDI) at Kingsdown School

At Kingsdown School we actively embrace Equality, Diversity and Inclusion in everything that we do. We are committed to everyone in our school community experiencing equality of opportunity, respect and feeling included. We celebrate diversity and promote a positive culture where everyone can thrive and feel proud of who they are. We remain receptive to listening and learning more as to how we can develop and embed a strong culture of EDI.

We recognise our responsibilities under the Equalities Act 2010 and we aim to move beyond compliance with the legislation and to embody the spirit of the legislation through continuous improvement. We are striving for the best experiences and outcomes for all of our students and staff. At Kingsdown this is a key part to how we champion each and every student and each and every member of our staff team.

What next?

We have recently undertaken an audit of EDI at Kingsdown to establish what we do well and what we need to improve on. This survey has provided us with useful and informative information.

Following this we will be consulting with our wider school community and up-date our equality objectives and put in place an action plan. We will also up-date our website to show how we are meeting the duties under the Equality Act 2010 in a cohesive plan. Target date for this to be uploaded is January 4th 2022.

Over the Summer we have engaged with Equaliteach and are beginning our work to secure the Bronze Award which is a nationally recognised award.

Current work running alongside this includes:

- A KDS EDI group comprising 8 staff and 3 governors
- A planned T D Day for staff training – 6th December
- A curriculum review to improve profiling of EDI
- Linking with the RLT Trust EDI group to create a step change in EDI across the Trust as well as linking with Rachael Warwick and the work done at her Trust

Who is responsible for EDI at Kingsdown?

Everyone is responsible for EDI at Kingsdown but Emma Leigh-Bennett is currently coordinating the EDI projects at Kingsdown supported by a development group of 8 colleagues and 3 governors. The Kingsdown governing body under the leadership of Lynne Scragg has ultimate responsibility for ensuring that we meet the requirements of the Equalities Act 2010 and at Trust level the Board of Trustees has overall responsibility for EDI.

Emma Leigh Bennett & Lynne Scragg

17.02.21