



Nash Mills CofE Primary School Equality, Diversity and Inclusivity (EDI) Development Plan 2022-2023



Love of Learning, Love of Life, Love of One Another

We are a family, defined by our core Christian values; **Wisdom, Hope, Dignity, Forgiveness and Community**. Every member of our school is supported in **love** to flourish as unique human beings, made in God's image. Together, we navigate life's journey in the safety of love and with compassion for others. This is underpinned by the story of **The Good Samaritan (Luke 10, 25:37)**

Objectives	Actions	Timescale	Cost	Persons Responsible	Impact/ Success criteria
To ensure that the school curriculum fully represents those from a range of cultures and backgrounds in a diverse, decolonised and inclusive way.	• To audit the curriculum to ensure that there are multiple opportunities to expose pupils to a range of cultures through the hidden curriculum.	INSET January 2023	INSET Day time for staff	AM	<ul style="list-style-type: none">• The curriculum will allow opportunities for many of the cultures and ethnicities within the community to be recognised.• Pupils will have a good understanding of different cultures and those who have been changemakers in the world.• Evidence of the curriculum exposing pupils to challenging ideas and concepts and allowing them the time to consider these concepts.• Pupils to feel that the curriculum represents them and their backgrounds.• Parents and governors to understand the work done in this area.
	• To ensure that any historical power imbalances taught through the curriculum are challenged and addressed.	INSET January 2023	INSET Day time for staff	AM	
	• To ensure that pupils have opportunities to discuss and challenge historical imbalances.	Spring Term	INSET Day time for staff	SLT	
	• To provide pupils with the opportunity to feedback on the effectiveness of the curriculum through EDI focus group.	Spring Term		SB	
	• To have displays in each classroom which show people of different ethnicities and recognise their achievements.	Spring Term		SB	



To empower pupils, staff and governors to build a highly inclusive culture within the school and to drive further improvement.	<ul style="list-style-type: none"> To create a team who can discuss and address ideas and issues around EDI within school which includes pupils, staff and governors. EDI team to consider the shared language that is appropriate to use in school, how key policies reflect the characteristics of learners within the school and how this can be monitored. EDI team to help select new staff through application consideration. To consider pupils' lived experiences in school and gather their views and feedback. 	Autumn Term	Staff time	SB	<ul style="list-style-type: none"> Pupils to have had demonstrable impact on school development and be able to explain how they have helped to steer policy. To have a clear agreement on what we consider appropriate language to use in school and how it will be used. To have an agreement of how racist incidents will be responded to. To have a cycle of development where pupils are confident and feel empowered to challenge imbalance and racism.
		Autumn Term	Staff time	SB	
		Ongoing	Staff time	SB	
		Summer Term	Staff time, INSET	SB/AM	
To support staff in having the skills and confidence to address inequality and work consistently across the school.	<ul style="list-style-type: none"> To provide specific INSET training for staff to better understand issues around EDI and racism in school. Staff to be aware of unconscious bias and how it might manifest. To have agreement of language and protocols for when things go wrong. To keep EDI as a regular staff meeting agenda item to discuss issues and address and questions or concerns. Key staff to engage with further training, including Language Matters twilight and Race Conference. 	January 2023	INSET Time	AM	<ul style="list-style-type: none"> Staff to feel that they are knowledgeable with regard to EDI and are not afraid to address imbalance or concerns that they have. To have clear agreements of what is acceptable at Nash Mills and what we will do together if things go wrong. To have an established culture of staff feeling able to safely discuss, question and address concerns with regard to EDI. To have a continued cycle of training updates.
		Summer Term	Cost of training – possible Cynthia How Wood	AM/SB	
		January 2023	INSET time	SB/LS	
		Ongoing		AM	
Future considerations	<ul style="list-style-type: none"> Super curriculum – how we structure extra-curricular offer to consider mind, body and soul Equality kitemark To use the Inclusive Curriculum Framework Inventory and the NEU Anti-Racist framework to consider the effectiveness of this work. To have data to show the impact of the work completed. 	Ongoing	Training cost	AM/SB	



Plan of Activities

Month	Action	Responsible
October	<ul style="list-style-type: none"> First Great Representation Session 	
November	<ul style="list-style-type: none"> Visit Longdean to share good practice (1/11) EDI Pupil Meeting - shared agreements and what we will be called (10/11) Pupil, Parent and staff baseline surveys to be created and shared Great Representation Session (21/11) Staff option to attend No Outsiders training EDI Pupil Meeting - At our school...creating shared vocabulary (28/11) Visit Fairlands to share good practice (29/11) 	AM AM/SB AM AM/SB All AM/SB AM/SB
December	<ul style="list-style-type: none"> Great Representation Session (13/12) Review application procedures and policies to include equality statement 	AM/SB AM
January	<ul style="list-style-type: none"> INSET Day - Curriculum audit and plan - how is our curriculum inclusive? INSET Day - introduce person of the month...someone to research and link to curriculum Begin running after school club to focus on EDI Creation of displays around school to promote EDI Visit Hitchin Boys to share good practice (17/1) Great Representation Session (25/1) 	AM/SB AM/SB SB SB AM/SB AM/SB
February	<ul style="list-style-type: none"> 1st Feb - World Hijab Day - EDI to run worship for rest of school on difference Expand EDI to include parents and governors with student representation Host other schools to share good practice (9/2) EDI Pupils and Parents to consider behaviour policy and responses 	SB AM/SB AM/SB LS
March	<ul style="list-style-type: none"> Great Representation Session (2/3) Race National Conference (15/3) 21st March - International Day for the elimination of racial discrimination - EDI Visit Katherine Warrington School to share good practice (21/3) Great Representation Session (30/3) 	AM/SB AM/SB SB AM/SB AM/SB
April	<ul style="list-style-type: none"> Autism Awareness Month - EDI focus 	SB



May	<ul style="list-style-type: none"> • 15th - International Day of Families - EDI focus • Deaf Awareness 	SB SB
June	<ul style="list-style-type: none"> • Pride Month • 22nd - Windrush Day - EDI focus 	SB SB
July	<ul style="list-style-type: none"> • Pupil, parent and staff surveys completed to show impact 	AM

