



Equality Development Plan *(Spring 2022)*

In all sectors, Equality, Diversity and Inclusion (EDI) is gaining both prominence and priority in the UK. This includes education, and the latest ISI inspection guidance focuses on aspects of this as part of the inspection framework (peer-on-peer abuse, bullying, BLM, 'Everyone's invited', consent, unconscious bias, etc). This plan should be seen as both a draft and a working document. The intention is to introduce aspects of EDI awareness throughout The Prep at an age-appropriate level for pupils, and to embed best practice and awareness of EDI for all staff throughout the school.

Aim	Specific	Action	School	Person responsible	Timescale	RAG status
Build on culture of inclusivity and respect	Refresh staff awareness of their role in promoting equality	Staff INSET/CPD+ focused on unconscious bias in relation to sex, gender and race	Prep	KPW (MPP to deliver?)	Sept 2022	
	Integration of Student Support Services into Upper School activity	SH/RM-T introduced to US in a section assembly at the beginning of each academic year to develop awareness and trust in the SSS team	Prep	KPW/SSS/Scott N	Sept 2022	
		Invite SH/RM-T to lead a Thrive (PSHE) session for Y7 and Y8 pupils annually to focus on issues of trust, respect, relationships, community, etc	Prep	KPW/SSS	Sept 2022	
	Boarding House charter drawn up to include a 'community' element that clearly states all are treated with respect, and discrimination is called out	New House Parents work with Boarders to include this community element in their House rules, and consider including the College slogan 'Say you're in, call it out'	Prep	KPW/Jack Avery	Sept 2022	
	Day Houses to have a session discussing diversity and inclusion, and to have a poster	House posters around the school site to raise and embed awareness	Prep	KPW/HsMs	Dec 2022	

	competition to design diversity posters for around the Prep					
	The Prep's commitment to, and approach towards, equality is showcased	Prep (and College as a whole) is depicted as an inclusive community via the website/other means	Prep/College	KPW/Rich Watts	Sept 2022 to coincide with new website	
	Staff and pupils are aware of the potential vulnerabilities of those with protected characteristics and the impact on mental health	Co-ordinated mental health week across College/Prep annually (October), to include Thrive, Chapel, Form time, Assemblies	Prep/College	KPW/Scott N/Bob W/ Solly	Oct 2021	
Ensure that pupils of all ages feel valued and enjoy opportunities for leadership	Develop leadership opportunities at all ages	Embed new Y8 leadership/skills programme, and explore opportunities for other pupils through School Council, Eco Committee, Digital Ambassadors, Peer Mentors, etc	Prep	KPW/OAJ/Tony C/Scott N/Bob W/Andy T/Head of Pre-Prep	From Sept 2021	
	Explore uniform change for US to include option of trousers for girls	Option for older girls provides choice	Prep	Prep SLT discussion	Explore during 2021-2022 for an Autumn 2022 change	
Pupils experience equality of opportunity in relation to achievement in and out of the classroom	Continue to develop the accessibility of the curriculum	Subject teaching always differentiated	Prep	KPW/REH/HoDs	Sept 2021	
		Identify role models with disabilities who have overcome barriers for as many subject areas as possible	Prep	KPW/HoDs	Sept 2022	
	Pupils experience equality of provision and opportunity for improving their sporting performance	Capital project at Sports Centre to improve changing facilities for indoor and outdoor sports	Prep/College	PJA/estates	Starting Autumn 2021	
	Non-academic subjects actively work to promote balance of representation of gender	Music Dept to start new boys vocal group to attract more boys to sing in Y5-8, Drama Dept to ensure there is no activity conflict on rehearsal nights to attract more boys in US to participate	Prep	KPW/Monty K	Sept 2021	

Ensure all pupils experience The Prep as an inclusive, caring and safe community	Create a 'call it out' culture within the pupil body, particularly in Upper School, in relation to body shaming or homophobia (eg 'you're so gay')	Link to Boarding House rules and Thrive curriculum	Prep	KPW/Jack Avery/Form teachers	July 2022	
	All pupils (especially girls in Upper School) are confident to 'say no' to sexual pressure and unwanted attention in relation to image	Thrive curriculum, which includes RSE	Prep	KPW/Form teachers	July 2022	
The Prep celebrates the diversity of its pupils and staff of all races and ethnicities and this is experienced as a reality. Pupils enhance their understanding of the UK as a multicultural society	Consider if implementing aspects of The Diverse Curriculum can enhance current content	Equality audit to identify curriculum coverage of protected characteristics and to explore opportunities to include aspects in different subject areas	Prep	KPW/HoDs	Jan 2022	
	Include working on advertised teaching vacancies invites applications from BAME applications; employees are under-represented in pupil-facing roles	Organisations can legally take 'positive action'. Update working of adverts for pupil-facing roles	Prep/College	KPW/Mary P/Kay R	Sept 2021	
	Promote culture of inclusion through reading	Library well stocked with quality fiction. Explore additions to the library for fiction and/or non-fiction in regard to EDI	Prep	KPW/Solly/Chloe R	Jan 2022	