

DIVERSITY AND INCLUSION CONSULTANCY FROM RSACADEMICS AND ALL-IN EDUCATION

A Strategic Service to Support Diversity and Inclusion in Schools



An inclusive school is welcoming, it values and celebrates individuals from different backgrounds and with different life experiences. It avoids a 'people like us attitude', whether this is explicit or implicit.

An inclusive school actively ensures that the organisation is representative of the community that it serves. It ensures a wide collection of opinions so that all groups are represented and listen to.

It ensures that everyone feels that they have a voice, that they have a place at the table where they feel safe, psychologically safe, and have role models to look up to.

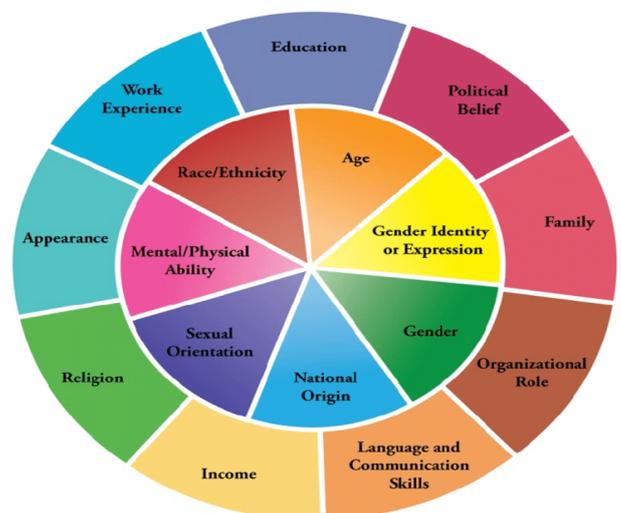
Intersectionality

Intersectionality is an important concept to consider when you start your work to achieve a more inclusive organisation. The Diversity Wheel opposite illustrates this concept.

While the outer portions of the diversity wheel represent dimensions of oneself that commonly change over time, e.g. income, work experience etc., the inner portions of the wheel represent internal dimensions that are frequently more permanent or visible by members of the community and includes race and sexual orientation. There is no hierarchy in terms of any of these characteristics. It is more about the interconnected nature of these protected characteristics and how these different aspects of who we are can create the potential for multiple forms of discrimination to operate simultaneously.

Where we find ourselves on the diversity wheel will mean that each of us have

different levels of privilege, different barriers and obstacles to navigate. Consequently, we consider it essential that any listening exercise considers diversity and inclusion in its broadest sense and that is why our surveys explore an individual's sense of belonging within the school community.



Source: John Hopkins University Diversity Leadership

A TAILOR-MADE PROGRAMME TO MEET YOUR SCHOOL'S REQUIREMENTS

About our research

We have twenty years of experience of conducting research in schools and a team of research experts who use leading data collection software and online reporting tools.

Our surveys, developed in partnership with All-in Education, have been designed to provide a psychologically safe place for members of your community to share their experiences, attitudes and perceptions. Through a rigorous analysis of the responses, we aim to provide cultural insight that will enable you to reflect and develop actions to help build a diverse and inclusive community, where everyone can thrive.

Once the survey analysis is complete, we then present our findings to enable you to interrogate the results. This facilitated session will help you to understand what the outcomes mean for your school and draw conclusions from the research to then begin the development of strategic actions and plans. This facilitated reporting session would also form the first part of the leadership programme should

you wish to proceed with the second strand of our strategic diversity and inclusion service.

We are also able to offer focus groups to support the listening activities within your school. For example, we suggest this is the most suitable means to include younger pupils.

Example of research coverage: staff survey

- do staff feel they belong and are made to feel welcome and accepted
- what are staff perceptions of fairness at the school
- how well do staff feel the school's policies and system support diversity and inclusion
- what opportunities exist for work-life balance.

We will also collect demographic information to support your work on equal opportunities. This data will not be provided in a manner which will undermine the confidentiality and anonymity of respondents.

Leadership Programme

Our Leadership Programme aims to raise awareness and build knowledge of diversity and inclusion, biases and implementing changes in real-time. This two-pronged approach ensures maximum impact and value for money.

Through a mix of group sessions and one to one coaching sessions, the programme will equip the leadership team with a solid understanding of what diversity and inclusion mean, the barriers faced by under-represented groups, different types of bias and how they manifest themselves in behaviours and in systems, such as culture, recruitment and talent management. The programme also explores how staff can manage inclusion in the school, through developing inclusive behaviours and by implementing changes to systems, processes and policies.

The programme will identify areas in the school that will have the biggest impact on achieving greater diversity and a more inclusive workplace and learning community. Through a deep-dive into these areas, our facilitator will help the leaderships team to identify biases that can be eradicated and recommend changes for more inclusive systems, processes and policies. The findings from our surveys will also be used to support discussion.

An overview of RSAcademics

We enable independent and private schools worldwide to thrive, by finding and developing leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people.

We exist entirely to serve schools and support them in five main areas:

Strategy, marketing and research

- Perception and attitude research among stakeholders using various methodologies, including our flagship “SchoolPulse” suite of online, benchmarked surveys.
- Market studies, including competitor analysis, brand positioning studies, geodemographic analyses and wider environmental scans.
- Advising on strategic planning and assessing specific business initiatives and opportunities, working with Boards and Senior Teams as facilitator and guide.
- Practical and strategic advice relating to student recruitment and communications.

Operational improvement

Usually wide-ranging reviews of a school’s operation, from financial management and health and safety through to governance and leadership structures, almost always with a major focus on the educational provision itself.

Leadership and governance

- The executive search and selection of Heads and CEOs/Principals and other senior hires, including Business Directors, FDs and Marketing, Admissions and Fundraising staff. We also help with the recruitment of new Governors and Chairs of Governors.
- Reviews of governance as well as training for Governing Boards
- Coaching, appraisals and developmental reviews of Heads and other senior staff

Philanthropy

A full suite of services, ranging from those aimed at “start-up” Development Offices, through to more advanced and specialised support

Research and thought leadership

We are publishers of influential reports including several relating to school leadership in the COVID-19 Pandemic, the ground-breaking Ten Trends 2015 and 2017 series, The Art of Headship and The Art of International School Headship (for more info, please visit www.rsacademics.com/publications).

The company was set up in 2002 by Russell Speirs who remains the CEO. Since then, it has grown steadily: last year we worked with over 250 different school clients and counted over 80 employees and associates. Our values and goals have remained the same since we started:

- To provide work of the highest quality – we are rigorous, imaginative and hard-working
- To make the experience a happy and positive one for our clients, through our integrity, warmth and professionalism
- To want our clients to thrive - always putting the client first and acting in its best interest
- To use our time and money voluntarily to support children’s education and development.

For more information, please visit:
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About All-in Education

All-in Education works in the education sector to achieve greater diversity and to create more inclusive workplaces. All-in Education has a proven track record of making recruitment more effective, ensuring talent stays for longer and helping organisations get the most out of their staff. When we work with you we will drive your change process to become more diverse and more inclusive – we will conduct the analysis, we will make the recommendations and agree with you how to implement these.

Johan Jensen

With extensive experience of working with organisations across a diverse range of sectors, Johan has built up significant expertise and a strong skillset in diversity and inclusion, strategic communications, stakeholder management, and leadership development.

As a diversity and inclusion consultant, he has worked with educational institutions, major financial institutions, pharmaceutical companies, the charity sector and public sector organisations. His consultancy work includes diversity and inclusion auditing, organisational development, leadership development, strategic communications, product development and diversity and inclusion strategy development. In 2018 he founded All-in Diversity & Inclusion Ltd.

Before establishing himself as a consultant he was a Director at Teaching Leaders (now Ambition Institute), a pioneer in developing leadership in schools to significantly improve outcomes for children. From 2012-2015 Johan and his team successfully grew the business threefold in the south of England, while maintaining high-quality services. He also spearheaded the organisation's focus on measuring and ensuring impact.

With his passion for equality and inclusion, Johan led stakeholder management at the Equality and Human Rights Commission (EHRC) between 2009-2012. During this time he managed the development and implementation of the corporate engagement strategy, including the EHRC's landmark Triennial Review – How Fair is Britain?

Johan started his career in campaigning across equality and children's rights issues, developing national campaigns for Citizens Advice. He built an innovative campaign to tackle child poverty and produced the This Is Child Poverty report (Citizens Advice, 2008), fronting national media coverage.

At Stonewall, the national LGBT equality organisation, he developed and grew Stonewall's Education for All campaign to tackle bullying in schools. As part of the campaign, he launched the inspiring Some people are gay. Get over it! campaign which has reached national and international audiences.

Louise Ishani

Louise is an experienced learning and development professional with a proven track record in designing and facilitating learning and development solutions in the public sector at both a regional and national level. She worked as a successful primary school senior leader in Inner London before moving into learning and development and school improvement consultancy work in 2002.

Over the last 18 years, as a senior leader in two charities and a director of her own consultancy firm, Louise has successfully taken on leadership roles in designing, delivering and quality assuring learning and professional development for government-led initiatives, local authorities and national leadership development bodies in the education and health sectors.

Louise is proud to have worked on the design and delivery of many programmes targeted at supporting increased diversity in leadership, with a focus on the development of women and BAME aspiring leaders.

She is co-author of published research into good practice in raising the achievement of Black Pupils and Leadership and Management in an Inclusive School Environment.

**For more information, please visit:
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