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St Albans
High School
for Girls

PREP
SENIOR
SIXTH

Diversity & Inclusion Roadmap

REFLECTION

What does inclusive currently look like at our school?

Curriculum/Recruitment/Mentors/Culture/Policies/Training & Educating/Stakeholders/Data



STATEMENT

What do we want inclusive to look like at our school?



INTENTION

At what point can we call our school diverse? How will we get there?

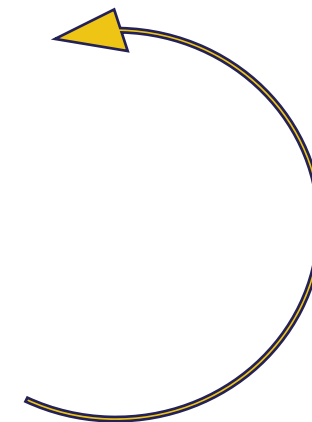
At what point can we call our school inclusive? How will we get there?



ACTION

How will we ensure our next steps have longevity?

How will we communicate our EDI strategy with our community & stakeholders?



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Reflections...

CULTURE

- *What does 'inclusive' currently look like at our school?*
- *What does 'all' look like at our school?*
- *Does everyone in our school feel they belong there? How do we know this?*
- *Are we managing diversity or practicing inclusion?*
- *Are our actions **tokenistic or embedded**? Are we using events as a trigger for change or just paying them lip service?*
- *Is our school **culture** colour blind or colour conscious? Are we non-racist or anti-racist; non-homophobic or anti-homophobic? How is this reflected in our culture day to day?*
- *Can our **school leaders** role model how to invite alternative viewpoints and challenge without the risk of negative consequences?*

STRATEGY

- *Do we have **data** available to inform our next steps? How do/could we use data?*
- *Does our **curriculum** roadblock inclusivity by limiting voices and perspectives in subject teaching?*
- *Do we have a diverse staff body? What are our **recruitment** methods – how are we going to attract, recruit and retain?*
- *Do we have **mentors** to support our pupils and staff? Do all pupils have a **role model**?*
- *Do our **policies** reflect our inclusive aims and intentions?*
- *Have we **empowered staff and pupils** to call out discrimination and know how to call it out? Could they call it out? Is there a **training** need here?*
- *What does our **shopfront** say about inclusivity at our school? Is it welcoming? What language do we use in our advertisements, what do we share on our website?*



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