



EDI (Equality, Diversity, and Inclusion) - Box Hill School statement of actions 2022/23

It is of the utmost importance to Box Hill that every student feels safe, supported and secure at school.

One of the fundamental aims at Box Hill is to give students a global perspective. It starts when they join a culturally diverse community of students from over thirty nationalities.

As a School that welcomes children from all parts of the world, Box Hill knows that developing tolerance, understanding and compassion are essential parts of living in a happy, vibrant and caring multicultural society.

In order to help every child achieve their full potential, last year Box Hill School partnered with FLAIR to measure the effectiveness of their current racial equity strategy and understand where they could improve further. FLAIR enabled us to accurately assess what to prioritise to ensure our resources and efforts were effectively prioritised to have the biggest impact.

THE CHALLENGE

Box Hill has always been committed to advancing a racial equity strategy. To ensure we nurture a diverse community of students and a culture of belonging, we already had initiatives and programmes in place to support students and staff.

However, whilst Box Hill School already had a clear direction and intent, we faced challenges in measuring progress towards racial equity. Without the correct data in place to benchmark progress, it is harder to effectively prioritise where to target or identify where the gaps are in existing strategy.

FLAIR was selected to help the school benchmark performance and lay the right foundations to measure and progress racial equity. Using FLAIR's analytics engine, Box Hill School has been able to harness data to understand progress year-on-year and effectively prioritise budget and time to ultimately improve the student experience.

Effective actions 2021-22

In addition to the usual focus on pastoral care and interventions, BHS has;

- Responded to student requests last year for greater diversity to be factored into senior student leadership appointments.
- Adapted our application form so that shortlisting is now conducted 'blind' as to name, ethnicity, gender, and age.
- The COO has joined a sector-wide Society of Heads working group on EDI.
- Started the process of Rainbow Flag accreditation. (The Rainbow Flag Award is a national quality assurance framework for primary schools, secondary schools, SEND schools and colleges. The award focuses on positive LGBT+, (lesbian, gay, bisexual, trans, plus other related identities), inclusion and visibility. The Rainbow Flag Award encourages a whole organisation approach to LGBT+ inclusion, as well as developing strategies to effectively challenge and combat LGBT+ phobic* bullying.)

Action Planning

Next steps.

Box Hill School aims in 2022-23 to action the following targeted initiatives:

- Consider two new prefect roles: Captain of Inclusivity (Racial Equity) and Captain of Inclusivity (LGBT+),
- Establish a network of students whose voices will help to lead change,
- Revamp the displays across all curricular areas to show greater diversity, particularly with regard to role models,
- Instigate a curriculum audit across all subject areas,
- Ensure the PSHEE curriculum creates focused lessons on Anti-Racism,
- Include EDI as part of INSET and staff training,
- Encourage guest speakers on this topic into school.

Mr Lowde

[For review July 2023]