

Equity, Diversity and Inclusion Strategy (EDI) 2023-2028



Devonport
High School
For Boys

EDI Strategy 2023-2028

Introduction

In 2022 all stakeholders in the DHSB community set new strategic priorities for the school for 2022-2027 <https://www.dhsb.org/school-strategic-priorities>

One specific area was embracing Inclusion and Diversity and part of the school development plan for 2022-2023 was set to work and develop an EDI strategy for the future.

During 2022-2023 we worked with various stakeholders and have collected feedback from everyone through our usual surveys. We have worked on specific smaller projects this year that have been successful and have been embedded such as forming a new accessibility plan. We have completed a Diversity and Equality audit in the summer term of 2023 and this has led to the producing this strategy.



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Definitions

Equity

Equality and Equity are both concepts that relate to fairness, but they are different. Equality assumes the objective is to treat everyone the same regardless of their starting point or their needs. A key shortcoming of this approach is that it can be blind to the historical and structural disadvantages of different members in our communities and in doing so can perpetuate disparities.

Equity on the other hand gives strong consideration to the different starting points for different individuals and therefore aims to achieve fairness by providing resources according to need. Equity acknowledges the historical, systemic and structural disadvantages that different cultural and social groups may have been subjected to and strives to reduce barriers. Of course Equality will be covered as part of this strategy but we have decided to shift the focus to Equity.



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Definitions

Diversity

The concept of diversity involves recognising, understanding and respecting our individual identities and differences along different social and cultural dimensions. These dimensions include but are not limited to ethnicity, gender, sexual orientation, race, socio-economic status, age, physical abilities, religious status, marital status and parental status. In understanding individual identities, we recognise that some categories of classification are not static, and we respect individual rights to self-identification.

A focus of diversity is on protected characteristics and on preventing and addressing all forms of discrimination. Then, beyond acknowledging difference, diversity implies knowing how to relate, collaborate, work and study together with individuals whose qualities, experiences and conditions are different from our own, free from prejudice and without any assumption of superiority.



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Definitions

Inclusion

Inclusion is about honouring, celebrating and valuing diversity. It is about warranting that our principles, plans, actions and outlook actively integrate the voices, desires and contributions of all the diverse groups in our communities. In short, it is about ensuring that everyone develops and cultivates an equal sense of belonging to our community.

Through inclusive practice we aim to promote the message that everyone is welcome as their whole selves and that we will ensure mutual respect. That no part of our identities needs to be concealed in order to be heard, in order to contribute or in order to access an opportunity.



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Vision & Values

INTELLECTUAL RIGOUR

- Challenging received wisdom and theory with contemporary thought and research
- A strong foundation of core knowledge and skills deployed by the best practitioners in the country

LEADERSHIP

- Service to our community and wider society
- Aspiring to emulate the best of humanity and to create a positive impact on the world

COLLABORATION

- Working together as a community sharing resources, knowledge and best practice for the benefit of all
- Showing integrity, empathy, compassion and respect to others

CONFIDENCE WITH HUMILITY

- Able to form lasting, loving relationships; being principled and tolerant
- Celebrating the uniqueness of every individual in the community
- Being comfortable in your own skin; developing self-assurance through presenting, performing and communicating effectively in order to prosper in the real world

RESILIENCE

- Assertive, enthusiastic determination - never giving up
- Dynamic, decent, driven competitiveness
- Learning and adapting from academic and emotional experiences

CREATIVITY

- Nurturing inventive minds and entrepreneurial thinking
- Appreciating our rich cultural heritage and producing innovative solutions and artefacts that challenge and inspire



Devonport High School for Boys educates the brightest young people in the South West regardless of their background. We provide a caring, creative and disciplined environment which enables our students to achieve excellence. With an emphasis on developing personal qualities and an outstanding team of staff we ensure that 'Everyone Succeeds'.



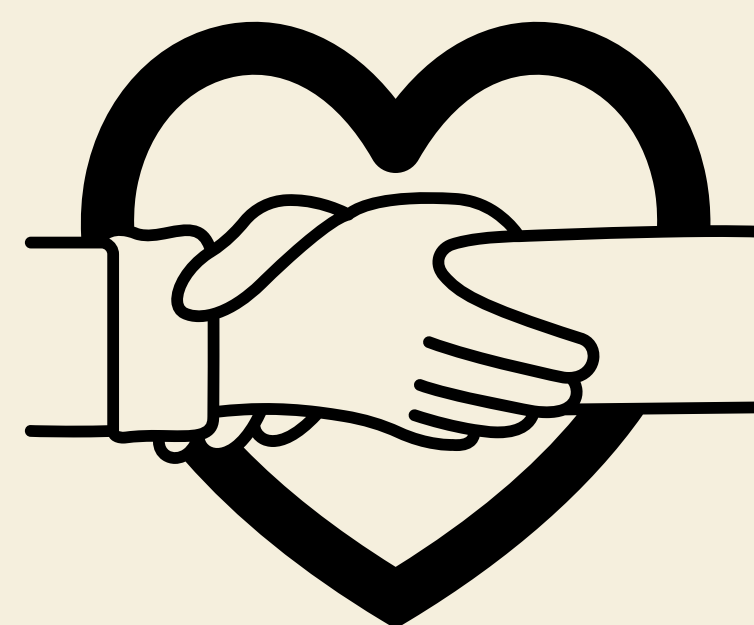
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Our 3 Key commitments

Be Compassionate:

Being open to engaging with different perspectives with empathy and compassion. We recognise we won't always get everything right but we will listen and try with good intentions.



Be Brave:

Being ambitious with creating opportunities to do with EDI whilst being brave and showing great courage to overcome the challenges faced in this area.



Be Informed:

Being knowledge rich and open to listening and learning from different voices and experiences to make the best decisions for all concerned, improving outcomes for all in our community.



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Objectives for 2023-2024

- Creation of an EDI strategy group consisting of various stakeholders to review and to set objectives.
- Trust board to complete a diversity audit of the board in September 2023 and to complete EDI training with the National Governance Association.
- Creation of a new EDI strategy and communication of this and updated equality page on the website.
- Development and implementation of the new accessibility plan.
- Staff training on Equality in September 2023
- Creation of a new Equality policy
- Set targets and share with staff on the participation of students with protected characteristics in extra-curricular activities,
- Further areas to be explored for 2024-2025 - LGBTQ+, Transgender, Anti-racism, Fair access, Allyship.



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