Suggested Next Steps

As previously discussed, a school's/trust's EDI journey should be a continuous process, to keep up with ever-evolving changes. Having completed the EDI modules, you may be considering your next steps and where to begin. This resource provides governors and trustees with suggested tools and prompts to evaluate EDI in their schools or trusts, to ask the right questions to senior leaders, and develop an EDI strategy that aligns with their specific context.

SHORT-TERM ACTIONS

- Conduct a review of existing policies and practices to identify areas that need improvements in terms of promoting EDI.

- Conduct a review of existing policies and practices to identify areas that need improvements in terms of promoting EDI, and develop a school-wide or trust-wide action plan based on your findings.

- Introduce (or review if there is one already in place) a staff and student feedback mechanism to identify and address issues of exclusion or discrimination.

- Commit to ensuring that pupils, and staff, are exposed to activities that celebrate diverse cultures and identities (e.g. think about who you are inviting to speak at your assemblies, what activities pupils are taking part in on school trips, where are pupils going on school trips etc.).

MEDIUM-TERM ACTIONS

- Develop a long-term strategy for promoting EDI within the school or trust.

- Embed inclusive practices into the school's culture and processes (e.g. in practice this may look like a school or trust wide inclusion policy. A policy outlining the school or trust's commitment to inclusion can help to create shared understanding of the importance of inclusivity across the school community. It would be advisable to create this policy in collaboration with staff, students, parents and other stakeholders).

- Develop partnerships with local community organisations, faith groups, and other stakeholders to build a culture of inclusiveness in the wider community.

- Implement an inclusive recruitment and retention policy for all staff.

LONG TERM ACTIONS

- Monitor the implementation of the school or trust wide action plan, reviewing and updating as necessary.

- Develop a system of monitoring and evaluation to track the progress and success of initiatives to promote EDI.

- Engage with students, staff and parents/carers in the development and implementation of policies and practices related to EDI.