



Equality and Diversity Review for WGSB 2022-23 and 2023-2025 Objectives

Introduction

Our motto, **Forward Thinking, Traditional Values** combines the way as a school we prepare our students for an ever-changing world in a way that is rooted in a set of values to which all can relate.

At WGSB we pride ourselves on being a challenging, innovative, and inclusive community. We are dedicated to our students' development both as learners and as responsible young adults and this is underpinned by the traditional British values of Democracy, the Rule of Law, Mutual Respect and Tolerance of those of different faiths and beliefs.

Our school values are:

- Personal Excellence**
- Respect and Friendship**
- Innovation and Creativity**
- Determination**
- Equality for All**

At the heart of our community is the desire to nurture a passion for learning and help our students to secure successful futures through providing an inspirational, challenging and nurturing learning environment where everyone is valued equally. As such our work on equality and diversity is at the heart of all we do.

Review of Targets 2022-23

We are a richly diverse community and our work in 2022-23 has been focused on ensuring that equality and diversity continues to be central to the work we do here in school. On 10th May 2023 Equaliteach (an equality training and consultancy organisation) visited WGSB to deliver anti-racist workshops entitled 'Reject Racism' to Year 10 students. The workshops support young people in developing their understanding of concepts surrounding race and ethnicity. They are introduced to correct terminology and learn what racism is and how it can be harmful. The workshop concludes with the young people brainstorming positive ways to campaign for change, practical things they can do to be anti-racist and how they can contribute to a safe and inclusive environment in their school. The aims of the workshop are to:

- Understand the impact of racism on peoples' lives
- Consider appropriate terminology to discuss race and identity
- Help young people think about what they can do to challenge racism
- Consider ways in which they can campaign positively to challenge racism

EqualiTeach acknowledged that as a school we are keen to ensure our approach to equality and diversity is not just reactive, but proactive in tackling racism and inequality. We have invested in staff training and the educational workshops run by the organisation were to upskill students to become EDI Ambassadors within the school and to support the school and its students in their journey to ensuring a supportive and inclusive environment for all in our community. The EDI Ambassadors group ensures that students from different groups have a voice, and the student and staff surveys we have conducted, as well as the working parties we have developed, enhance our shared understanding of the issues that are expressed by this group. The feedback for the workshops from both students and staff was extremely positive with students commenting that they had learned:

- What terms are appropriate to use to describe people from different backgrounds
- How stereotypes can be racist
- That racism exists even in the most subtle forms
- That prejudice against religion is also racist
- About the pyramid of hate - how it develops and how to stop it
- How to prevent racism and promote anti-racism
- How we can make unconsciously biased assumptions without knowing

Despite the success of the work done this year, there is still much more work to be and we will continue to work on all areas. Below is an update on progress and next steps planned.

NB: The EDI Ambassadors (now Agents for Change) group for this academic year have been recruited but are yet to decide upon new objectives for the school to work towards. This document will be updated when the objectives have been finalised.

Objectives 2023-2025

	Objective	Why we have chosen this	To achieve this, we plan to:	Progress made on this objective
1				

2				
3				