

Equality, Diversity, and Inclusion (EDI) Statement 2024-25

At Digitech Studio School, we are committed to fostering an inclusive environment where diversity is celebrated, and everyone feels valued and respected. Our EDI objectives for the 2024-2025 period are as follows:

1. Ensuring all our community feel a sense of belonging.

- We aim to raise awareness of unconscious bias in language, policy and practice.
- Actions include staff training, system development, and challenging day-to-day interactions within the school community.
- Incorporating EDI topics such as British Sign Language, volunteering, monarchy, cancel culture, freedom of speech, religious festivals and gender equality into the tutor program.

2. Attracting a diverse student body

- Focused recruitment efforts targeting students from diverse backgrounds.
- Tracking recruitment trends and developing strategies to attract students from global majority backgrounds.

3. Workplace Representation

- Ensuring broad representation within the workplace to provide positive role models for both pupils and staff.
- Emphasising LGBTQ+ representation and considering women and other underrepresented groups in leadership positions.
- Promoting EDI in recruitment adverts and on the website, and networking with key community stakeholders.

4. Ensuring a diverse and de – colonised curriculum

- Ensuring that our taught and extra-curricular curriculum is representative of our community
- We will focus on de – colonising our taught and extra – curricular curriculum

5. Broadening Understanding of Race, Religion, and Cultures

- Enhancing the pastoral program and curriculum to include topics on race, religion, sex education, and relationships.
- Developing a curriculum plan that includes these topics in years 10 and 11, with a focus on decolonisation.
- Introducing a cultural programme of events within the school

6. Ensuring that any prejudicial language is challenged and addressed

- Ensuring that staff are appropriately trained to monitor, recognise and challenge prejudicial language
- Ensuring that policy and procedures are in place and followed, meaning that prejudicial language is addressed, and students educated about the importance of appropriateness.

7. Embedding British Values

- Integrating the British Values into the DP (Digitech Plus) curriculum.
- Conducting termly CPD (Continuing Professional Development) sessions with all staff.
- Ensuring school systems and policies are underpinned by the British Values.

We believe that by focusing on these objectives, we can create a more inclusive and supportive environment for all members of our community.