Diversity, Equity Inclusion and Belonging Statement 2026-27

At Digitech Studio School, we are committed to fostering an inclusive environment where diversity is celebrated, and everyone feels valued and respected. Our DEIB objectives for the 2026-27 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 DEIB 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 DEIB 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.
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.