

## Diversity, Equality, Inclusion and Belonging (DEIB) Statement 2025-26

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 2025-26 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.
- Ensuring students from marginalised groups have a safe space to express their identities, share their experiences, and thrive academically and socially without fear of discrimination or exclusion.
- 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.
- Celebrating key diversity and inclusion dates throughout the academic year including *Black History Month, Men's Health Awareness Month, LGBTQIA+ Pride Month, LGBTQIA+ History Month, Women's History Month and Autism Awareness Month. As well as celebratory weeks/days including: Transgender awareness week, Neurodiversity celebration week, International Women's Day.*

### 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.
- 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.

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- 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.