



Promoting inclusion for the black community

MAKING CHANGE

30 JULY 2020

Shaped by staff input, our focus is on five areas of our education business.





Individual working groups, comprising representatives from around the business, are responsible for driving forward the following actions.

CURRICULUM DESIGN & STUDENT EXPERIENCE

Coordinators: Craig Wilson & Ben Bonaventura

Members: Rebecca Baker-Milne, Katerina Vackova, Louisa Horner, Chris Cernuschi, Dal Chodha, Paul Boothman, Berta Harb, Lucy LaVallee, Mallory Karlicek, Lauren Costanzo, Karin Askham, Sam Stacey, Carolyn Jupp, Mandy Greve, Zoe Gilbertson, Naresh Sonpar, Larissa Torri, George Casley, Meg McCulloch, Mary Carroll, Brenda Bowen

ACTION

DUE DATE

Set up in-school Diversity & Inclusion Committees

Sept 20

Develop a lecture programme to raise awareness and educate our school communities

Oct 20

Create and publish a calendar of activities for advisory groups to promote empathy, understanding, and collaboration

Oct 20

Make the curriculum more diverse seeking input from the in-school Diversity & Inclusion committees

Jun 21

COMMUNITY OUTREACH

Coordinator: Karin Askham

Members: James Nti, Jemma Jones, Renata Grant, Claire Robertson, Mel Miller, James Wilkins, Noel Radcliffe-Marrs, Darzell Brown, Micheli Seibt, Polly Tzortzi, Ekaterina Bryzgalova, Leigh McIntyre

ACTION

DUE DATE

Working in partnership, launch a full Scholarship Programme

Spring term 21

Work in partnership with the University sector to create a Mentorship Programme

Spring term 21

Each school to offer a local Outreach Programme working with a linked charitable group

Spring term 21

TRAINING & DEVELOPMENT

Coordinator: Tim Gladston

Members: Carly Robinson, Donna Stearn, Adrienne Betts, Annie Beraquit, Marilyn Gentle-Walsh, Sally Papasotiriou, Meg McCulloch, Karoline Sierote, Cam Harvey

ACTION

DUE DATE

In partnership, design & build a programme on the history of black oppression to educate staff

Start Sept 20

Staff to receive unconscious bias training

Start Jan 21

RECRUITMENT

Coordinator: Tim Gladston

Members: Anna Coakley, Ryan Price, Freya Williams, Qadeer Afzal, Emma Wilkinson, Rishi Nathwani, Akshi Shah, Severine Collins, Hanh, Cao Quoc Viet, Ross Krise, Ruth Fenton

ACTION

DUE DATE

Identify career fairs and media that reach and attract the black community

Dec 20

Define and publish our hiring journey to give transparency on the steps to a career with us

Dec 20

Build an Outreach Programme to recruit individuals from the black community to our teacher training programme (CELTA)

Dec 20

Hiring managers to receive unconscious bias and interviewing skills training

Start Jan 21