

Task	Overseer	Actions	Success Criteria	Timescale	Update	
Further Develop and Embed EDI Group at RWS	Diversity Lead	Arrange termly EDI Group meetings attended by regular group of staff and parents in the community	Named group members allocated roles to support work required	March 2024	Allocated roles TBC	In Progress
		Update Board of Trustees on EDI group work	EDI members to attend BoT meeting	April 2024	3 members attended BoT meeting to share action plan and discuss challenges of work	Done
		Work on EDI Group aims and action plan	Agreed action plan for EDI group published on website	May 2024	Action plan agreed in Autumn 2023, reviewed April 2024	Done
Examine Teaching Materials	Phase Leads, Educational Coordinators	Whose stories do you tell? Examine historical narratives and see whose voices are missing	Libraries cleared of all inappropriate materials and all gaps identified	September 2024	Teachers to do this during classroom move in Summer 2024	In Progress
		Share and assimilate resource library from St. Paul's Steiner School	Teachers regularly use and add to the diversity resource library	September 2024	On shared teachers drive, available to use from KG-12	Done
		Increase books which represent more diversity and add to reading scheme	New materials introduced to redress the above	January 2025	Review after library audited (see above)	In Progress
		Use differing skin tone-coloured crayons through school	Skin tone colouring tools available through school	September 2024	In school's annual Mercurius order Summer 2024	In Progress
		Provide training to support curriculum review	Teachers engage with webinar on contextualising and decolonising the curriculum	September 2024		In Progress
Connect with the Community	Diversity Lead	Communicate EDI Group goals and actions to parents	EDI Group news shared through newsletter	July 2024	Named member to write termly piece for newsletter	Not started
		Develop diversity page on school website	Aims of group and EDI statement on website	December 2023	SMT agreed statement and published October 2023	Done
Actively address inequality and discrimination	Phase Leads	Take infractions seriously	Discriminatory behaviour and language dealt with in line with our relational behaviour and equal opportunities policies	September 2024	Behaviour policy reviewed Sept 2023, and Equal opportunities policy reviewed March 2024. Exploring separate recording of prejudice-related incidents	In Progress
		Arrange training for teachers around unconscious bias	Equaliteach training for teachers and SLT delivered at pre-term meeting	December 2024	Meeting with Equaliteach April 2024	In Progress
		Ensure policies and practices promote equality of opportunity, foster good relations, and eliminate discrimination or harassment across all the protected characteristics.	Review Equal Opportunities policy to include RWS EDI aims, and work of EDI group. Named Trustee for Diversity.	May 2024	Policies reviewed by April 2024. Trustee (Steve Crook) named as Trustee for Diversity	Done
		Use language that promotes positivity and challenge language that reinforces existing stereotypes (avoid 'boys will be boys', etc.)	Equity, diversity and inclusion discussed regularly in teachers meetings. Incidents challenged, supported through PSHE curriculum.	January 2025	Exploring Equaliteach training	In Progress
Include pupil voice	Diversity Lead	Explore ways to include pupil voice in EDI group	Pupil experiences, views and ideas included in EDI Group work. Class 11 & 12 invited to attend EDI meetings and younger classes involved via student council	January 2025	Student council now regularly meeting, and pupil voice incorporated into planning. Need to include upper school.	In Progress