

## OXFORD HIGH SCHOOL DIVERSITY AND INCLUSION PLEDGES

*Pledges: we will*

Create an inclusive environment in which students and staff can be confident to be themselves	Reflect and promote the value of diverse materials, perspectives and backgrounds in our curriculum and approach to teaching.	Give our students the confidence, skills and support they need to play an active role in creating an inclusive culture within the school and beyond.	Promote belonging in our policies, procedures and interactions.	Recognise and celebrate the value of diversity, equality and inclusion in our school and wider society.
Create a language policy	Audit the curriculum and look for opportunities to extend and develop resources to be as inclusive as possible.	Support and encourage student clubs with an inclusion focus e.g. Racial Diversity Support and Action group, LGBTQ+ club, Beyond the Western Canon: Diversity in Literature book club	Introduce and promote the Halo code into our uniform policy.	Create a diversity and inclusion calendar which provides opportunities for the whole school community to learn about and celebrate the diversity of our community including: awareness weeks, assemblies, form times and PSHE lessons.
Record the pronunciation of student and staff names. It is important that all members of the school community are known.	Consider the diversity of speakers and experts that we invite into school. Aim to include role models from a diverse range of backgrounds, ethnicities, sexuality, disabilities and neurodiversity.	Empower and support the GDST Student Diversity Council Reps and Prefect team to run awareness events connected to the diversity and inclusion calendar and continue the conversation through meetings with SLT and suggestions at staff meetings.	Invite students, staff and alumnae to talk about their experiences. Knowing what has been experienced and felt will help us to focus on areas which need improvement.	Share commitment to GDST Undivided charter on the website and school planners. Updates on these actions to be shared with students, staff and parents.
Workshops to help continue the conversation and understand when mistakes are made and how to apologise and move forward.	Displays to be diverse and representative of our whole community	Model social discourse so a variety of perspectives can be heard.	Review all key school policies through a diversity and inclusion lens.	Participate actively in the GDST student Diversity council.
	Termly staff diversity and inclusion newsletter to promote wider reading and training opportunities. Staff book swap of diversity recommended reads.			

*“Continuing the conversation”*