

EQUALITY, DIVERSITY, AND INCLUSION (EDI) NETWORK: STAFF UPDATE

This flyer provides an update on the key discussions and actions arising from the recent meetings of the Equality, Diversity, and Inclusion (EDI) Network. The network is committed to fostering a more inclusive and equitable environment for all staff, children, young people, and families at Witham Prospect School.

1 Enhancing Inclusion

Halal Awareness: We are committed to improving staff knowledge and practices around halal dietary needs, recognising its importance beyond just meat.

Accessible Information:

- We are working to make information more accessible by creating Easy Read versions of documents and exploring audio formats.
- This aims to ensure all staff can easily access and understand important information.

Celebrating Diversity:

- We are looking to expand our celebration of cultural events, building on the success of initiatives like the Nigerian/African Day.
- This includes being mindful of diverse cultural perspectives on events like Mother's Day.

2 Improving Practices

- **Learning Activities:** We are moving towards more engaging and immersive learning experiences, moving away from activities that merely "tick a box".
- **Resource Development:**
 - We are exploring the use of resources such as Widget and Sparkle to provide accessible learning materials.
 - We are also considering the use of inclusive dolls and books to promote understanding of equality and diversity.

3 Supporting Staff Wellbeing

- **Staff Room Environment:** We are actively exploring ways to improve the staff room, with suggestions including a segregated relaxation area, to better support staff wellbeing.
- **Mental Health Support:**
 - We are investigating the potential for "walk-in" sessions and enhanced mentorship to provide staff with accessible mental health support.
 - We want to ensure staff feel supported and have a space to discuss concerns.

4 Improving Accessibility

- **Physical Accessibility:**
 - We are addressing building accessibility by seeking solutions for threshold issues.
 - We are also creating a designated disabled parking bay to improve access for staff and visitors.

Your Involvement Matters!

The EDI Network encourages all staff to contribute to creating a more inclusive and equitable environment at Witham Prospect School.