

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



This guide provides an overview of the key progress, updates, and upcoming initiatives discussed during our recent EDI Network meetings as we review the past year and look forward. 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 Celebrating Our Successes

- **Children's Progress:** Significant improvements have been noted in children's overall progress and the tracking of activity planning.
- **Family Engagement:** We are successfully facilitating more family time for children through increased FaceTime sessions and calls with parents.
- **Staff Connection:** EDI meetings have fostered a deeper understanding among colleagues, allowing us to learn more about each other and our diverse backgrounds.
- **Consistent Growth:** The continued regular occurrence of these meetings is highly valued for driving institutional change.

## 2 Accessibility and Physical Space Update

- **Easy Read Policies:** To ensure accessibility for all, we are converting all policies into Easy Read versions (e.g., the Safeguarding Policy was reduced from 48 to 12 pages with symbols) and audio files.
- **Support Dog:** Douglas has officially arrived and is already bringing joy to both staff and children.
- **Staff Hygiene:** Staff are permitted to use the sensory bathroom bidet and sensory shower for hygiene purposes, particularly if they become covered in bodily fluids.
- **Prayer Space:** The Wellness Pod is confirmed as an alternative prayer space, though the door requires a repair before it can be fully utilised.

### Your Involvement Matters!

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

## 3 Training and Engagement Standards

- **Inclusive Formats:** Training videos are to include subtitles (where possible). Slides can be emailed to staff following training so they can be enlarged for easier reading.
- **Interactive Learning:** We are looking to include more interactive learning elements and movement breaks.
- **Visual Aids:** Training aids can be printed on coloured paper to assist staff with dyslexia.
- **PACE Rollout:** Training is ongoing for Care staff and will follow for Education staff.

## 4 Improving Accessibility

- **Weekly Cultural Meals:** We are working to reintegrate weekly cultural meals throughout the day (lunch, dinner, and snack) to represent a wider range of global cultures.
- **Multicultural Christmas:** Instead of a traditional dinner, we are hosting a site-wide celebration where staff are encouraged to share their own cultural traditions and foods, such as Jollof rice, pepper soup, or Canadian popcorn chains.
- **Fasting Support:** Team Leaders have been briefed to remain accommodating of staff who are fasting or praying at different times of the day.

## Future Focus Areas

- **Shift Reviews:** We are exploring the feasibility of 12-hour weekend and night shifts, as well as general contract amendments.
- **Family Room Refurbishment:** New furniture is on order to make the Family Room more welcoming for children and their parents, moving away from its current use as a meeting space.
- **Upcoming Surveys:** Please look out for our end-of-year staff survey to share your training and shift-break preferences.