

# 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 Inclusive Language and Communication

We're continuing to improve our communication and language practices across the school.

- **Information Guides:** James is creating guides on various EDI topics. An easy-read guide on Attachment Theory was recently sent out, with an audio version available upon request.
- **Accessible Policies:** We're continuing to make our policies more accessible. Easy-read versions of these policies are currently in creation.
- **Language Boards:** We've ordered new language boards for the setting to better represent the languages spoken by our children and staff.

## 2 Cultural and Community Initiatives

We are continuing to enhance our cultural celebrations and community building.

- **Event Days:** We've identified some upcoming school-wide events, including a Diwali celebration. We have booked Indian dancers and are working on an authentic menu. Since Diwali falls during half-term, we are creating a plan to include day pupils and education staff in the celebrations. We're also considering hosting smaller, more controlled Halloween and Bonfire Night events at the school to provide a quieter option for some children.
- **Shop and Cook:** We've reintroduced our "shop and cook" activity so children can help choose and prepare meals. We've also added new meals to our menu that reflect the nationalities of the children.

## 3 Supporting Staff Wellbeing

We're putting a lot of focus on staff wellbeing, especially when it comes to neurodiversity.

- **Mental Health Champions:** We are in the process of sourcing staff to become Mental Health Champions to provide peer support. One person from each team will be trained to act as a point of contact for anyone needing support. The names and contact details of these champions will be posted in the wellness pod once assigned.
- **Wellness Pod:** The new wellness pod is now complete and ready for staff to use as a dedicated quiet space for breaks. Tyler is currently creating some boards to be displayed inside.
- **Neurodiversity:** To better support our neurodiverse staff, we are creating a bespoke pocket guide that will include a section for individuals to list their strengths and reasonable adjustments. We encourage you to use this guide in meetings and supervisions to openly discuss your needs.
- **Training Formats:** We're exploring different ways to deliver staff training, as we've learned that a "one-size-fits-all" approach doesn't work for everyone. Subtitles on presentations and printed copies of PowerPoints are being offered to help accommodate different learning styles.

### Your Involvement Matters!

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