# Equality, diversity and inclusion plan 2021-22

ASCL is committed to supporting and promoting equality, diversity and inclusion (EDI) among school and college leaders, and in our own organisation. ASCL's Immediate Past President, Rachael Warwick, and ASCL's Vice President, Evelyn Forde, lead on this work on behalf of the Association.

We plan to continue the focus on actions around the three protected characteristics of sex, race and sexual orientation. We hope, however, that this work will have a beneficial impact on the way in which we and our members also consider the needs and challenges of people with other protected characteristics.

This plan follows on from last year's plan (available [here](#)) and is informed by many useful discussions with young people, grassroots and education organisations, and school leaders experienced in, and passionate about, equality, diversity and inclusion.

## Strand 1: ASCL as an employer

| Action | Lead | Timescale |
|---|---|---|
| Ensure that a strong focus on EDI is included in all four key pillars of the new ASCL People Strategy:<br>• Performance management<br>• CPD<br>• Reward and recognition<br>• Workforce planning | General Secretary and Leadership Group | By summer 2022 |

## Strand 2: ASCL Council and governance

| Action | Lead | Timescale |
|---|---|---|
| a) Collect and analyse EDI data from Council members at the beginning of every academic year. | Director of Marketing & Membership | ongoing |
| b) Convene a working group to review the constitution with the aim of ensuring that Council members represent the diversity of membership in terms of protected groups as well as sector roles. This group to make recommendations to Council in time for the AGM in July 2022. | Director of Policy & Honorary Secretary | autumn 2021 – summer 2022 |
| In the meantime, we will continue to improve the diversity of Council membership under the current constitution by:<br>• explicitly encouraging, in nomination forms and communications around regional, sector, chair and officer elections, ASCL members from currently underrepresented groups to stand for Council<br>• reaching out to people from under-represented groups ahead of Council elections, to encourage them to stand and support their engagement through good communication and transparency<br>• when co-option vacancies arise, offering these opportunities to join Council to people from underrepresented groups | Council members<br><br><br><br><br><br>Selection Committee<br>Council members | Begun in Spring 19; ongoing |

| Action | Lead | Timescale |
|---|---|---|
| • encouraging Council members who are unable to make particular Council meetings to nominate an 'alternate' from an under-represented group to attend in their place | | |
| c) 'De-mystify' Council in order to encourage a broader range of people to stand for election by:<br>• producing videos and other online content about how Council works and sharing these widely, including at ASCL PD events<br>• including more accessible information about Council on the ASCL website, and ensuring any images included represent a diverse range of school and college leaders<br>• sharing summaries of each Council meeting with members | Director of Marketing & Membership and Director of Policy | Sept 2021- July 2022 |
| d) Report on progress on the actions in this plan in the regular reports of the Presidential Trio, the Honorary Secretary and the Membership Officer to Council and Executive. | Honorary Secretary and Membership Officer | ongoing |

**Strand 3: ASCL's influence across the system**

| Action | Lead | Timescale |
|---|---|---|
| a) The ASCL BAME, LGBT+ and Women's networks, chaired by Council members, are now well established. They provide a forum for ASCL members and employees to network and support one another. This year we will provide clear routes for them to feed in to ASCL Council. | Vice President, SEND and Inclusion Specialist  and Network Chairs | Sept 21 onwards |
| b) Establish an EDI leaders advisory group which advises ASCL on all aspects of EDI leadership, and provides insights into the experience and needs of BAME, LGBT+ and women leaders. The advisory group will report to full Council through termly reports and its close relationship to Equalities, Inclusion & Ethics (EI&E) Committee | Director of Policy | Autumn 22 |
| c) Case studies of school and Trust EDI plans and resources shared with the membership, free of charge, to encourage and support school and college leaders to establish and implement their own EDI strategies | Immediate Past President | From Jan 22 |
| d) Ensure our flagship annual conference continues to promote EDI by:<br>• ensuring it includes a powerful and diverse range of speakers, both as keynotes and delivering workshops<br>• including a range of workshops focused specifically on EDI in schools and colleges<br>• working with grassroots groups to incentivise people from their networks to attend | President, General Secretary and Director of ASCL PD | March 22 |
| e) Continue to promote EDI through all our external communications by:<br>• auditing the images we use, and ensuring they portray a diverse range of leaders, teachers and pupils<br>• commissioning articles by and about a diverse range of leaders in our 'Leader' magazine<br>• creating visibility for the networks and their work on the website, in 'Leader' magazine and on Twitter | Director of Public Affairs and Director of Marketing & Membership | Ongoing |