

Equality, diversity and inclusion plan 2020-21

ASCL is committed to supporting and promoting equality, diversity and inclusion (EDI) among school and college leaders, and in our own organisation. ASCL’s 2019-20 President, Rachael Warwick, chose this as the theme of her presidential year and she continues to lead on this work in her year as ASCL’s Immediate Past President.

We plan to continue the focus this year 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 staff, grassroots organisations and school leaders experienced in, and passionate about, the issue of equality, diversity and inclusion.

In last year’s plan, one of our strands of work focused on ‘ASCL as an employer’. We have now embarked on a major piece of work to review our people strategy, which will include a strong focus on EDI.

Strand 1: 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	Oct 2019 & ongoing
b) Improve the diversity of Council membership under the current constitution by: <ul style="list-style-type: none"> explicitly encouraging, in nomination forms and communications around regional, sector, chair and officer elections, ASCL members from currently underrepresented groups to stand for Council actively reaching out to people from under-represented groups ahead of all Council elections, to encourage them to stand when co-option vacancies arise, offering these opportunities to join Council to people from underrepresented groups 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 	Director of Policy Council members Selection Committee Council members	Begun in Spring 19; ongoing Begun in Spring 19; ongoing Sept 19 & ongoing Oct 19 & ongoing
c) ‘De-mystify’ Council in order to encourage a broader range of people to stand for election by: <ul style="list-style-type: none"> producing videos about how Council works and sharing these widely, including at ASCL PD events including more accessible information about Council on the ASCL website, and ensuring any images included represent a diverse range of school and college leaders sharing summaries of each Council meeting with members 	Director of Marketing & Membership and Director of Policy	Oct 19 & ongoing
d) Report on progress on the actions in this plan in the regular reports of the Honorary Secretary and the Membership Officer to Council and Executive.	Honorary Secretary and Membership Officer	Oct 19 & ongoing

Strand 2: ASCL's influence across the system

Action	Lead	Timescale
a) Draw on the membership to identify barriers to leadership progression for those from protected characteristics and to enact solutions by creating BAME, LGBT and Women's networks chaired by members of Council	Immediate Past President, Inclusion Specialist and Network Chairs	Sept 20 onwards
b) Members of the networks to establish informal and free coaching and mentoring for colleagues to support those from protected characteristics to navigate their leadership journey	Network Chairs	Jan 21
c) Networks to feed forward to Ethics, Inclusion & Equalities Committee with proposals for ASCL position statements.	Inclusion Specialist	Ongoing
d) EDI Working Group of the network chairs and selected network members to meet with Presidential Trio and leaders of other organisations to bring forward outcomes from networks into collective action	Immediate Past President	Jan 21
e) Working Group to meet with NGA to create co-badged equalities training, free of charge, for use by Trustees, governors, senior leaders and ASCL leadership appointment service	Working Group & NGA	By Easter 21
f) Ensure our flagship annual conference promotes EDI by: <ul style="list-style-type: none"> ensuring it includes a powerful and diverse range of speakers, both as keynotes and delivering workshops including a range of workshops focused specifically on EDI in schools and colleges working with grassroots groups to incentivise people from their networks to attend 	President, General Secretary and Director of ASCL PD	March 21
g) Promote EDI through all our external communications by: <ul style="list-style-type: none"> auditing the images we use, and ensuring they portray a diverse range of leaders, teachers and pupils commissioning articles by and about a diverse range of leaders in our 'Leader' magazine 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
h) Ensure we have a diverse range of people leading our PD events, and avoid falling into perceived stereotypes (e.g. funding courses always being led by men).	Director of ASCL PD	Ongoing
i) Support, promote and signpost the work of other organisations in this area, including: <ul style="list-style-type: none"> the NGAs 'Everyone on Board' campaign to encourage greater diversity among governors and trustees, and greater awareness of their own role in EDI the work of grassroots organisations such as BAMEed, LGBTed, WomenEd and Leading Women's Alliance 	Director of Public Affairs	Ongoing
j) Hold an external roundtable at the end of the academic year to assess our progress and plan for the year ahead	Presidential Trio & Inclusion Specialist	Summer 2021