



Equity, Diversity and Inclusion (EDI) Impact Report

Last updated: June 2023

Dulwich College is committed to working against discrimination and exclusion and building an inclusive culture where everyone can feel they belong. We are nurturing a supportive community that encourages a sense of social responsibility and are building a school of equity and equality where every pupil and staff member feels they have a place where their skills, talents and contributions are recognised and valued.

The events of recent years, including the murder of George Floyd and Everyone's Invited, brought into stark focus the need for us to listen to a diverse range of voices from our community, and beyond, to identify the steps that we needed to be taken as an institution.



This report aims to offer an overview of the EDI work that has taken place within the College in recent years. We are committed to progressing this work and keeping our practices and policies under ongoing review to identify areas for improvement.

The work that we have done

Since 2020, we have undertaken a great deal of work to listen to stakeholders and reflect on our current practices to develop a strategy that embeds EDI across all aspects of College life. We are well aware that this work does not take place overnight and our community has committed to a sustained journey to create a more inclusive culture.

From surveys and feedback from our community, we identified five core areas of focus for our EDI strategy:

- 1. Recruitment and retention**
- 2. Physical environment**
- 3. Developing awareness**
- 4. Reporting and supporting**
- 5. Educating and celebrating**

1. Recruitment and retention

Following work with external agencies, we have implemented a number of changes to our recruitment policies to help build a more diverse staff body that better reflects our local communities. We are also committed to retaining and developing these staff as best as we can.

Our work in this area has included:

- An EDI representative on all interview panels for new teaching staff
- Completing a full review and update of language used in our Information for Candidates packs to attract applicants from a diverse range of backgrounds
- Monitoring diversity in our recruitment
- A shift to allow flexible working practices where possible (including reviewing our framework for part-time workers)



2. Physical environment

We appreciate the need for the physical environment of our campus to reflect and celebrate the diversity that exists within our community. It is important that our students encounter representation of aspirational role models that they can all relate to throughout their time at the College.

Our work in this area has included:

- Improving diversity in the artwork and display boards across the campus (for example, the DCIAM exhibition recently installed in the Lower Hall)
- Advertising EDI and Free Learning events more prominently on the College's intranet
- Implementation of digital screens across the College site to improve the reach of our EDI content (for example the 'Women of Dulwich' profiles for International Women's Day)
- Including an audit of 'physical space' in Department Reviews to ensure that subject displays are inclusive

3. Developing awareness

In the last three years, we have built relationships with a number of external partners to work with our students and staff to develop awareness and understanding of a wide range of EDI issues. This is a vital part of our work to prevent discrimination of any kind as well as ensuring that people from all backgrounds feel respected and valued.

Our work in this area has included:

- Providing students with frequent workshops delivered by specialist external agencies covering topics such as anti-racism, misogyny and consent, and LGBT+ issues. This enables them to be 'upstanders' and positive role models in their communities
- Whole staff EDI training delivered by external partners



- Delivering regular assemblies to mark specific awareness months (including Black History Month, International Women’s Day, LGBT+ History Month and Holocaust Memorial Day)
- Additional staff ‘drop-in’ EDI training sessions, including enhanced training for Form Tutors and Wellbeing teachers

4. Reporting and supporting

We recognise the importance of listening to those within, and outside of, our community to help inform our EDI work. Our Pupil Voice programme is an essential element of this, allowing students to highlight areas that they would like to learn more about and workshop providers which they have engaged particularly well with.

Our work in this area has included:

- Ensuring that students know how to report bullying and/or discrimination of any kind and that it will be dealt with seriously
- Updating College policies, including the Anti-Bullying and Equal Opportunities and Inclusion policies, following feedback from external agencies
- Conducting student and staff surveys through specialist external agencies to gather data to inform our EDI policies
- Continued development of our Wellbeing curricula to incorporate aspects of EDI in line with statutory RSE guidance
- Creation of student ‘EDI Forums’ for students to feedback on all aspects of the College’s EDI work and to help shape future strategy
- Introducing safe spaces for students to visit during break and lunchtimes to talk with Listening Staff and Counsellors
- Increasing the number of EDI Senior Prefects to improve the student-led provision of assemblies and workshops



5. Educate and celebrate

We are working to embed EDI into all aspects of College life to make it truly meaningful. An essential part of this has involved conducting Curriculum Reviews to ensure that the schemes of work our students engage with prepare them as best as possible for life beyond school. The Academic Team, led by the Deputy Master Academic, continues to work with Heads of Subject to ensure that schemes of work are updated so that students learn about a diverse range of issues and ideas.

Our work in this area has included:

- Conducting Curriculum Reviews to identify schemes of work that can be updated to give our students a more diverse and inclusive education
- Rolling out Lower School curriculum reform
- Working with external agencies to support Heads of Subject to design more inclusive schemes of work
- Updating subject reading lists to include a more diverse range of authors and subjects
- Embedding Free Learning and EDI into the College's Union of Societies to empower students to lead on researching and presenting to their peers on areas of EDI (such as the Philosophy Circle's talk on Feminist Ethics in our 2023 International Women's Day programme)
- Working with our partner schools from the Southwark Schools' Learning Partnership (SSLP) to deliver Advanced Electives and Liberal Studies programmes, which have been reviewed with an inclusion focus



The Future

Whilst we feel that we have achieved a great deal in embedding EDI into life at the College, we appreciate that we need to keep working to ensure our policies and practices are as inclusive as possible. We will continue to advance the work that has been detailed in this report and involve a wide range of stakeholders from across the College to offer their feedback to ensure we make as much progress in the area as possible.

We are committed to developing our partnerships with external agencies to deliver high-quality workshops and training to both students and staff. This includes organisations such as Every Future Foundation, who provide anti-racism education.

We are exploring potential new partner organisations who can work to further our collection of EDI data, allowing us to better measure the impact of our work and inform our future EDI strategy.

