

The St Dunstan's Diapason

The St Dunstan's Diapason is an umbrella structure for a pupil-staff partnership the purpose of which is to ensure that St Dunstan's Educational Foundation builds an ongoing strategy for the organisation that:

- celebrates and promotes the benefits of diversity
- audits and enhances diversity
- builds a culture of equality for all

This strategy links directly supports the Equality and Diversity Policy of the Foundation.

Structure

The Head chairs the St Dunstan's Diapason.

The St Dunstan's Diapason consists of five Pillars, with a view to this expanding over time:

- Sexual orientation
- Sex and gender
- Race
- Religion and belief
- Disability

Each Pillar has a staff and a student lead (Sixth Form) who will work with staff / student champions within each area of interest. There is no limit to the number of champions who can be attached to each Pillar. Expressions of interest for the leadership of each Pillar will be invited annually and, if necessary, a vote from across either the staff or student body will be held to elect the lead. The role of the leads will be to hold regular meetings, both as individual staff / student groups, and together, as appropriate, to agree, implement and review an action plan, in agreement with the Executive of the Foundation, and in line with the overarching purpose of the Diapason. Each pillar is encouraged to work alongside key charities and voluntary organisations, where appropriate, as well as with parents.

All positions within the Pillar are voluntary.

The Diapason meets as a group at least once termly and this meeting will be Chaired by the Head. At this meeting, the Head will receive a report on the progress made by each Pillar, from the student and staff lead. Where intervention or support is required from the Executive leadership, including budgetary consideration, this will be agreed at this meeting. Where the delivery of an action point requires the involvement of a senior member of staff, this will also be agreed at this meeting. The first meeting of the year will agree the plan for the year ahead. This termly meeting will also discuss any conflicting agendas from across the Pillars.