

# Inclusion and diversity across Hampshire, including headteacher and staff wellbeing

## Education Advisory Panel

21<sup>st</sup> June 2023

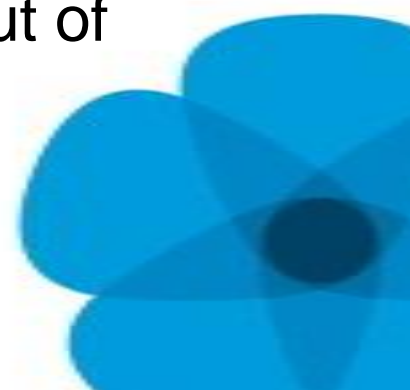
Catherine Redgrave – School Improvement Manager  
Basingstoke & Deane / Eastleigh



# Dame Maria Miller MP, launched an inquiry in June 2020

Regarding education, the inquiry reported that:

- Schools were described as ‘often weak’ in their handling of racist abuse
- Schools sometimes dismiss verbal abuse as insignificant
- Lower expectations of students based on race
- Stereotypical assumptions about pupils’ abilities based on race
- Teaching of Black history could be improved – not just focused on slavery
- A low level of ethnic diversity in teaching staff at all levels is also out of kilter with the local community throughout the County.



# B&D Inclusion and Diversity Partnership was formed

- **Overarching Aim:** Through a school's focus on equality and diversity, schools will develop further into places where people genuinely feel that they belong and, as a result, they will develop a strong and positive sense of self and an appreciation of their uniqueness and identity.



# B&DIDP actions since the inquiry

Leaders in B&D have had 'free' (funded by LA) access to:

- Prejudicial Language and Behaviour (PLAB) training
- PLAB briefing on annual data
- Conference and toolkit to develop their curriculum, with particular reference to race equality
- Conference on lived experiences
- Conference and toolkit on self-evaluation
- New headteacher induction
- Primary EARA groups
- Sway newsletters to share national, county and district best practice
- Half termly district headteacher updates
- Stop and Search advocates



# As a result of the partnership work in B&D we have ...

- Seen engagement from almost all (92%, 67/73) of schools in the district in some way with the partnership – also QMC and BCOT engagement
- Reduced the number of schools that submit ‘nil responses’ to racist incidents
- Seen an increase in the number of incidents that are acknowledged, reported and dealt with by schools
- Disseminated across the county, the resources and approach used in the B&DIDP
- Increased opportunities for pupil voice through the Stop and Search Advocates and the Equality and Rights Advocates (EARA) groups



# Kempshott Junior School – 0 racial incidents again

- *The diversity group empowers pupils to promote diversity and champion equalities. Pupils are very aware of the rights of themselves and their peers to be treated equally. One pupil captured the views of many when they said, ‘No one judges us if we say what we are.’*

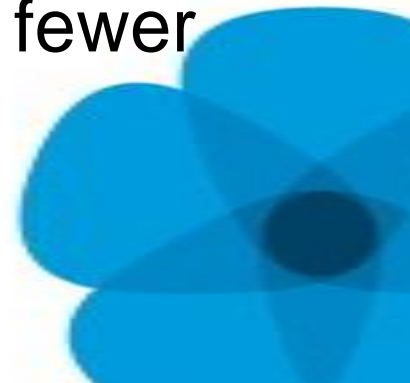
*Ofsted, April 2023, Kempshott Junior*





## Impact so far ...

- Ofsted recognising the work
- Staff and pupils having a 'voice' and being listened to (RADE articles)
- Members of the leadership group are known and appreciated by different community groups in B&D (Community Champion award given to HCC school improvement team)
- Stop and Search Advocates launched autumn '22. Plans to roll the programme out across the county and used as a case study by Police – initial school anecdotal evidence that there are fewer young people being stopped and searched)



# The B&D IDP influence in other districts

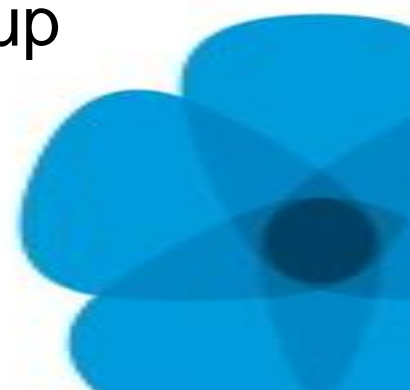
- Isle of Wight / Fareham and Gosport / East Hants and Havant
  - SLT steering groups
  - self-evaluation framework
  - conferences
  - dissemination of support materials
  - training offers
- Winchester and Eastleigh / Hart and Rushmoor / New Forest and Test Valley
  - Steering groups in place
  - W&E and H&R – focus for next academic year is being explored with a planned launch for both in autumn 2023
- IDP strategic partners group





## County wide work that in place

- Equality and Diversity Governor training (WGBT and Centre-based)
- Prejudicial Language and Behaviour training (PLAB)
- Collation of County PLAB data and briefings to senior leaders
- Culturally inclusive curriculum training
- Pupil voice/participation training
- Primary and Secondary Equality and Rights Advocates (EARA) meetings – Hampshire/Basingstoke/IOW
- Inclusion and Diversity HR support – headteacher steering group
- HCC Corporate Inclusion and Diversity strategy support



## Diversity in teaching staff

- *‘More diversity in teaching staff: BAME teachers are significantly underrepresented in Basingstoke’s school workforce relative to the population of BAME pupils, and this imbalance may likely contribute towards the inequality of aspiration, attainment, opportunity for Black, Asian and Minority Ethnic students. In Basingstoke 20.5% of school pupils have a non-White British ethnicity, yet only 3% of Basingstoke’s school workforce are from BAME backgrounds.’*



# Hearing the lived experiences of others

*‘Out of the six schools I have worked in, I have been the only black staff member in four, the only black teacher in five, and the only black SLT member in all six. **Being in a context where I am representing a race of people on a daily basis**, I make it my mission to ensure that conversations about race are discussed openly and I actively celebrate our difference (and similarities) whenever I can. I am always willing and open to share about who I am as a black male born and bred in Birmingham – I have many stories to tell!’*



# Headteacher I&D Steering Group

- 17 headteachers from across all phases
- EPS, Governor Services and RADE centre support
  - reviewed current workplace data
  - designed and carried out workplace survey
  - collated and shared responses back with the group
  - formed an action plan and in the process of identifying priorities
- Steering group members have access to training sessions provided by *Inclusive Employers*, through HCC corporate membership



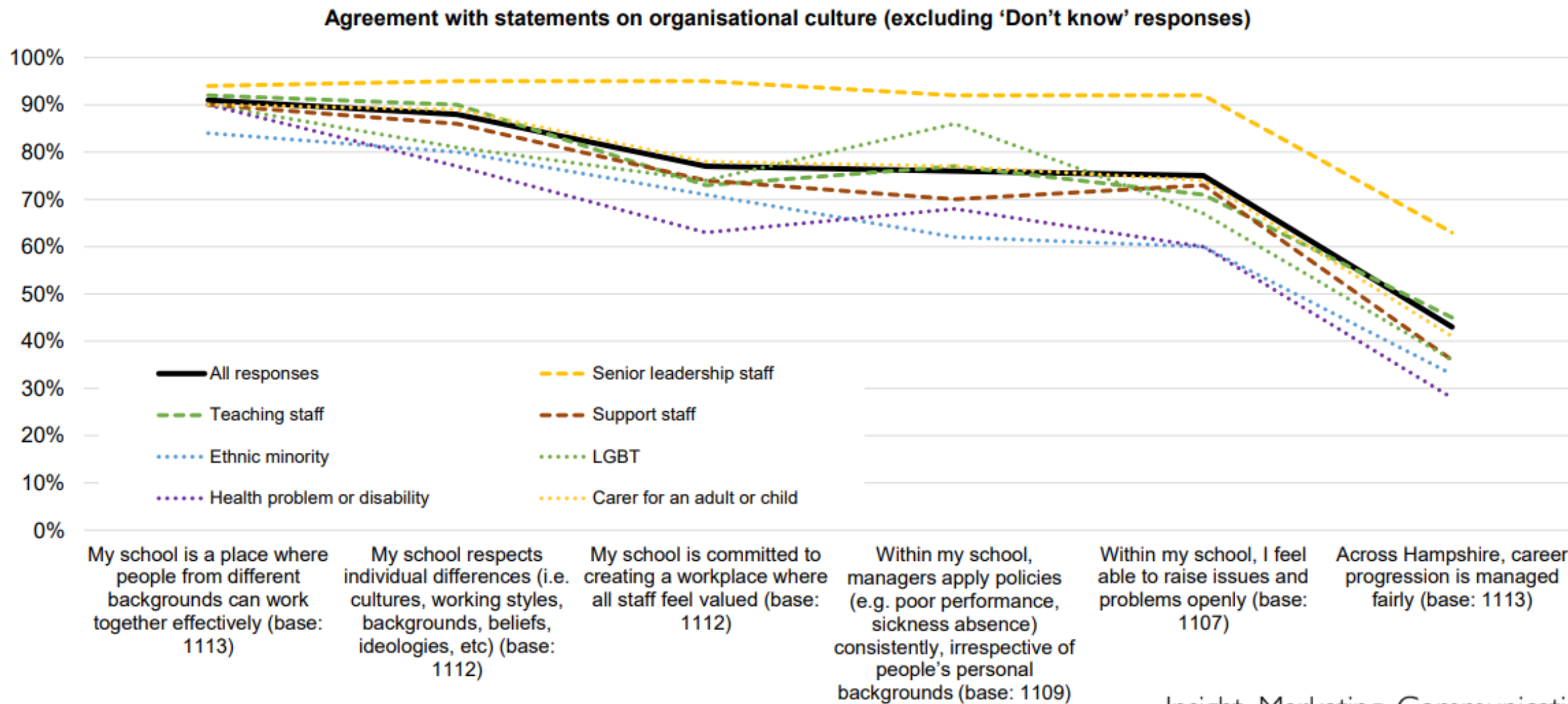
## Key themes and priorities emerging:

- Leadership confidence with I&D matters associated with staff
- Staff lack of awareness of policy framework to support them – lack of communication and implementation in school where dignity at work policy is adopted
- Gap between leaders and staff views on culture within school
- Those with protected characteristics more likely to be aware of discriminatory behaviour at work
- Incidents being experienced but not always reported
- Interest in establishing staff networks – particularly for those from other ethnic backgrounds and LGBTQ+





**Organisational culture** – General strong agreement that schools show a positive culture, although lower agreement that career progression is managed fairly; the gap between the views of senior leaders and other colleagues suggests a gap in the experiences of leaders compared with teachers and support staff

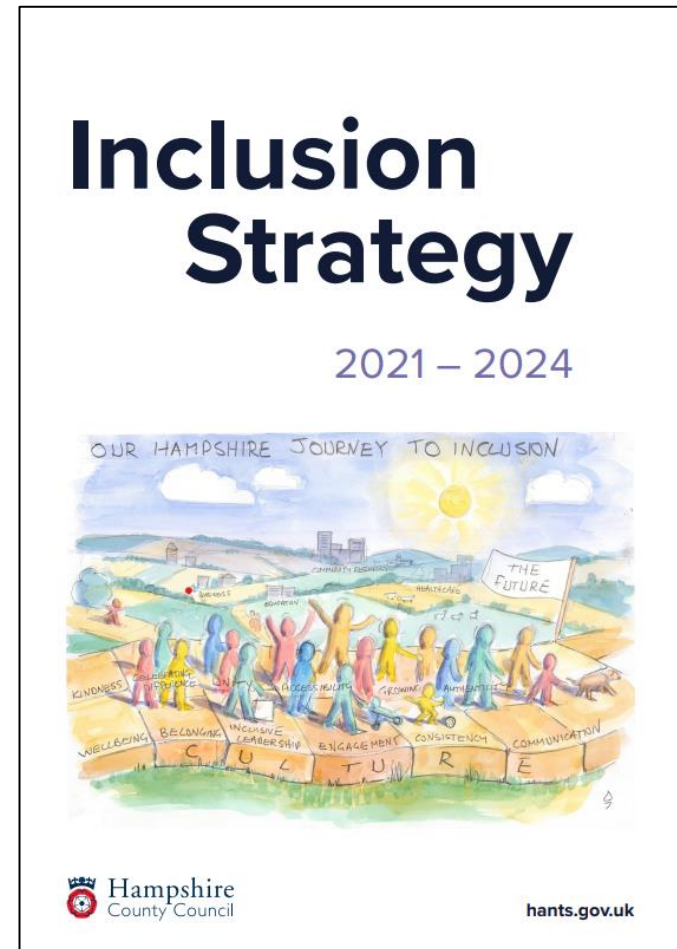




# Hampshire County Council – corporate response

- SharePoint site providing a central place for resources and information for those working in the LA
- Inclusion Strategy 2021-2024
- Networks for employees
- National Inclusion Week
- Workshops and webinars open to LA employees
- Diversity role models – lived experience

[Diversity Role Models \(sharepoint.com\)](https://sharepoint.com)

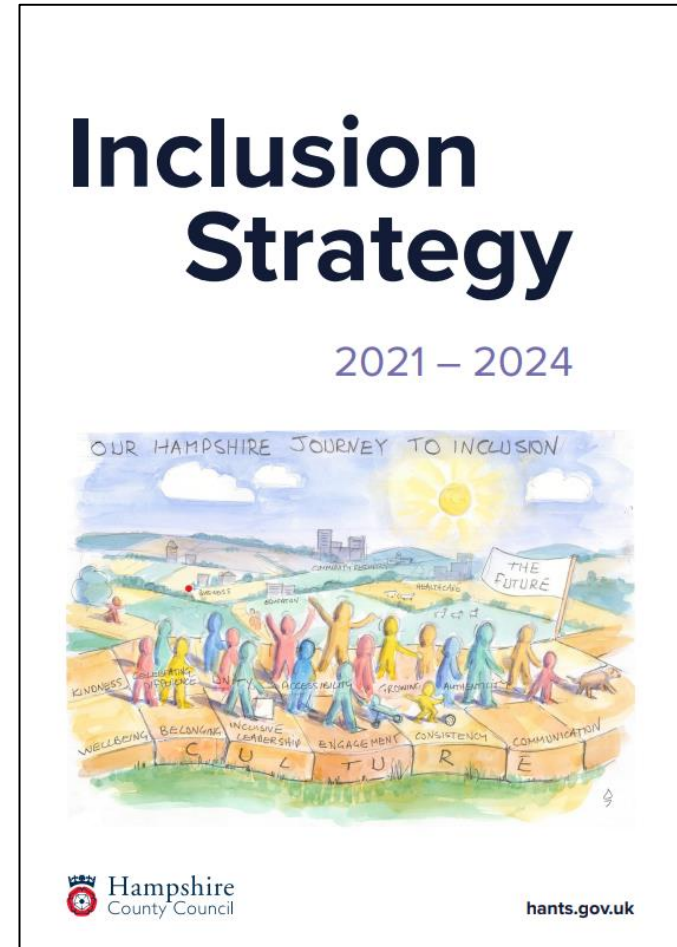


[inclusion-strategy.pdf \(hants.gov.uk\)](https://hants.gov.uk/inclusion-strategy.pdf)

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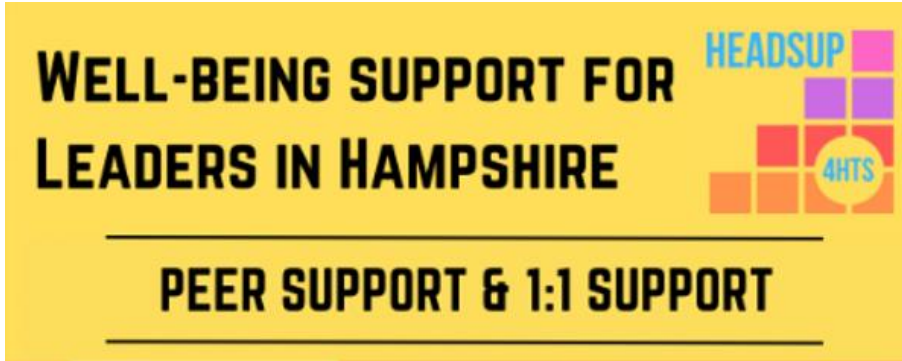
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[inclusion-strategy.pdf \(hants.gov.uk\)](https://hants.gov.uk/inclusion-strategy.pdf)

# Also available – HeadsUp4HTs



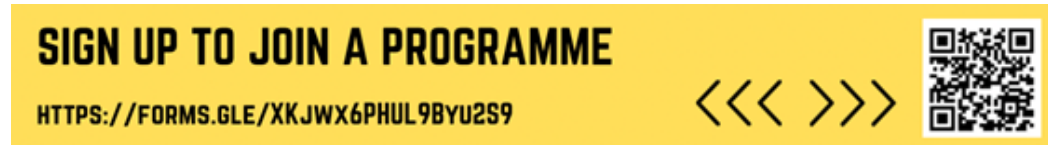
**WELL-BEING SUPPORT FOR LEADERS IN HAMPSHIRE**

**PEER SUPPORT & 1:1 SUPPORT**

HEADSUP  
4HTS

## [HeadsUp4HTs](#)


All support is confidential and not shared with HIAS



**SIGN UP TO JOIN A PROGRAMME**

[HTTPS://FORMS.GLE/XKJWX6PHUL98YU2S9](https://forms.gle/XKJWX6PHUL98YU2S9)

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[HeadsUp4HTs and Hampshire \(google.com\)](#)



**OVERWHELMED?  
NEED A LISTENING EAR?**

Get in touch & we will call you back

**1:1 CONFIDENTIAL SUPPORT**

HeadsUp4HTs are available to talk with Headteachers who are looking for 1:1 emotional support & a listening ear.

- Confidential, non- judgemental safe space to share
- Up to 3 x 30 minute supportive phonecalls
- Wellbeing and emotional support
- A listening ear from someone who is or has been a Headteacher

HEADSUP  
4HTS





<https://forms.gle/F944PCJLkENncSUx5>

[Triage form for call back](#)



# Headsup4HTs



- *"The best thing Hampshire has done for headteachers in a long time. It is really helping me reflect upon things. I feel that it is a safe group full of understanding people who 'get' the job. Kate, you ask difficult, but brilliant coaching questions!" - Hampshire Headteacher*
- *"Was so great to stop and reflect on a weekly basis and actually think about myself! This rarely happens with such a full on job and parent to two young children. It was lovely connecting with different heads not directly within my area and hearing and sharing with others our shared experiences and feelings. The facilitator was amazing at creating a space that felt safe" - Hampshire Headteacher*

