

## **Landau Forte College's Social Equity Panel**

The purpose of the Social Equity Panel is to nurture a school culture that allows for people from all protected characteristic groups to feel comfortable expressing their identity. This is developed through staff and students seeing widespread and varied representations of people from all kinds of groups within an extensive range of places around the college and within lessons. The ultimate aim of this group is to create an autonomous culture within the college that always considers marginalised groups and represents them appropriately within the college.

### **Long Term Objectives**

There are three long term objectives that can be briefly summarised using the following headings:

- Visibility – increase the visibility, within the college community, of marginalised and protected characteristic groups.
- Understanding – develop staff and student understanding of topics that relate to the Equality Act (2010) through training and curriculum.
- Engagement – create meaningful engagement around the topics covered in the Equality Act (2010) to develop a shared respect between all groups of students, regardless of background.

### **Our work so far**

- Each department in the school has completed a curriculum review audit to consider how they represent some of the key groups of the Equality Act 2010. This has, in turn, led to changes to create a more diverse curriculum for our students.
- The Social Equity Panel and the Individual Needs team led a conference to give our staff a chance to gain insight into key areas of the Equality Act. This allowed staff a chance to develop their knowledge of the Equality Act, ask questions in a supportive environment, discuss key issues related to various protected characteristic groups, and to consider how best to support our students in creating a usualised environment.
- To help guide the work of the Social Equity Panel, staff and students were asked to answer surveys relating to key areas of the Equality Act. In addition, we invited students to share openly in focus groups to gain further insight into their experiences at the college.
- We have created a series of resources to support students which have been delivered in tutor time. These include information on pronouns, the Equality Act, and difference.
- Working alongside the SLT, we supported the review of the behaviour policy through adding in specific consequences related to incidents involving discriminatory behaviour. We created workbooks for students in isolation to complete to ensure that had an opportunity to understand the consequences of their behaviour and to aid restorative discussions.
- We are currently working to achieve the Anti-Racist School Award with Leeds Beckett University. This helps us to improve the anti-racist culture in our school and allows us to make changes at a deeper level to embed anti-racism.
- To give our students an opportunity to feedback and have a voice with the initiatives the Social Equity Panel undertakes, we work with our sixth form Social Equity Panel ambassadors and the student council. We really value input from our students as it helps us to guide the work we do and helps us to support with issues that may impact the everyday lives of our students.