



London Diocesan Board for Schools
www.ldbs.co.uk

20 May 2022

To: Headteachers of LDBS secondary and all-through schools

Dear colleagues,

I am pleased to tell you that we are working with a Diversity, Equity, and Inclusion consultant, Shonagh Reid. Her work is focused on helping us to understand the experiences and feelings of Black, Asian and Global Majority staff and students in our schools. We hope that this will complement the work that you are already doing in schools as well as support us in fulfilling our LDBS strategic aims.

Shonagh has an extensive background in education having worked in Nottingham as a senior leader for many years and now working with educational organisations to enable change that makes a difference for students, staff and other stakeholders.

This term's work involves some listening activities to fully understand the opinions, feelings and experiences of our stakeholders, namely:

- Inviting every student at every Church secondary school to participate in a survey
- Inviting staff from a range of schools to a voice opportunity, facilitated by Shonagh. There will be opportunities for staff in the early stages of their career, middle leaders, and senior leaders
- Inviting students from a range of schools to a voice opportunity, facilitated by Shonagh. There will be one group for KS3 students and another for Y10 and Y12.

Shonagh says: "A survey allows us to collect figurative data. This helps us to learn how people describe themselves and makes sure we modify our language and terminology for the future. Other questions will allow us to learn about their experiences and if they witness any acts of discrimination whilst at school. This overall data allows us to identify trends that we can then approach strategically.

Figurative data is useful, but it is even better when supported by conversation with people. During these face to face facilitated sessions, we hope to be able to explore the challenges that individuals and groups of people have experienced. The voices behind the data we collect via the survey will allow us to gain an accurate picture of the level of challenge people who do not identify as white experience, and most importantly, provide us with specific actions we can implement for change."

Once all the data has been collected, Shonagh will spend time synthesising this to help us identify trends and areas for development. We will share with you the overall outcomes and some individual anonymised feedback for your school.

Full details about the practical arrangements are overleaf.

We hope that all our Church secondary schools will want to be involved; please confirm to kate.roskell@london.anglican.org by Monday 6 June.

Yours faithfully

Penny Roberts
Diocesan Director of Education (Designate)

Kate Roskell
Secondary School Adviser

More details

Survey

- We will ask schools to help us to facilitate the survey.
- It will be electronic and delivered via Microsoft Forms.
- We will need all KS3, Y10 and Y12 students to complete it in order for us to gain accurate data and so that we do not inadvertently create a discriminatory situation. To explain this further, if we only direct the survey at people who we assume to be racialised other than white, we will be making huge assumptions about people's ethnicity, culture and identity. We know that some people also conceal their identities, and we want to be able to get a picture of this too.
- The survey will be open from 13 June to 21 July.

Staff and Student Voice

Staff voice will be held on 4 July at Causton St. Please let Kate know if you have members of staff who may be interested and she will send further details.

Student voice will be held on 5 July at Causton St. Please let Kate know if you are interested in nominating students and she will send further details.

We appreciate that there is a lot to organise in advance of these activities taking place, and thank you for your support in this. We hope that by investing in these activities, we will receive valuable information which will help to improve the experiences of our staff and students in the future.