



**WILLOW DENE SCHOOL**  
**Strategic Development Plan 2020-21**

**To develop Willow Dene as a hub that continues to drive change to ensure that we are a fully inclusive community that promotes racial equality, celebrates differences and challenges discrimination**

**Overall aims**

- To develop teaching, learning and resources to ensure diversity is represented and celebrated throughout the curriculum
- To promote racial equality and inclusivity throughout the staff cohort, developing knowledge and understanding to inform practice
- To establish links and develop relationships with the wider community in order to celebrate differences and drive change

Strategic Aim	Key tasks	Accountability	Timescales						Desired impact
			T1	T2	T3	T4	T5	T6	
To develop teaching, learning and resources to ensure diversity is represented and celebrated and racial equality is promoted throughout the curriculum	<ul style="list-style-type: none"> <li>• Work with subject leads to ensure a breadth of diversity and representation across subject areas. E.g. artists from BAME backgrounds</li> <li>• Audit class reading areas and central libraries to ensure representations of our community</li> <li>• Disperse books and order more where necessary</li> <li>• Support subject leads in ensuring resources are representative of our community and promote opportunities for children to experience other people's lives and cultures</li> <li>• Link in with School Council to gain an understanding of what children would like to see more of or need developing further from children's perspective</li> <li>• Implement changes or suggestions from School Council</li> <li>• Develop a bank of educational visits, partner groups and visitors that we can work with to enhance children's experiences and exposure to that reflects the different cultures we have in school (Post-Covid)</li> <li>• Develop and implement resources for RSE that are representative of different cultures and make up of families</li> </ul>	RS/EB/JG-S	X	X					<p>Teaching and learning is representative of the school community through a rich bank of resources, experiences and opportunities for our children</p> <p>Children and families recognise themselves and their identity within our curriculum and understand how they are represented within the work we do at Willow Dene</p> <p>Children are accessing a diverse range of meaningful experiences and opportunities which gives them chance to encounter the wider world, understand and celebrate differences</p>
		CW/Class Teams	X	X					
		RS		X	X				
		AW/JG-S		X	X				
		EB/JG-S				X	X		
		LP/EB				X	X		
		AW/CBay			X	X			

<p>To promote racial equality and inclusivity and challenge discrimination throughout the staff cohort, developing knowledge and understanding to inform practice.</p>	<ul style="list-style-type: none"> <li>• <b>Create opportunities for staff from BAME groups to share their experiences and what they feel is a priority for us as a community, in order to inform practice and act upon these suggestions.</b></li> </ul>	JG-S/EB		X	X				Staff from BAME groups feel listened to and understood, their experiences and voices are used to inform training, practice and change within the school community
	<ul style="list-style-type: none"> <li>• <b>Develop and implement a course of PDMs on racism, unconscious bias, inclusivity and promoting difference.</b></li> </ul>	EB/JG-S		X	X				Staff have a good understanding of racism, unconscious bias and inclusivity. Their learning and awareness is implemented within their practice, building of relationships and work with families/children
	<ul style="list-style-type: none"> <li>• <b>Evaluate staff understanding and identify further training or support needs.</b></li> </ul>	EB/JG-S		X	X	X	X	X	
	<ul style="list-style-type: none"> <li>• <b>Keep in contact with the wider Compass Partnership and Royal Borough of Greenwich to understand and to feed into initiatives around recruitment of staff that are representative of the borough in which we live.</b></li> </ul>	EB/JG-S		X	X	X	X		As a school we are aware of the national and local research and initiatives to recruit a workforce that is representative of our community within the education sector. As leaders we are part of this conversation and drive for change
	<ul style="list-style-type: none"> <li>• <b>Continue to develop staff understanding of the diverse make-up of the staff team, developing understanding of cultural differences and how explore how this may have an impact on working relationships.</b></li> </ul>	EB/JG-S			X	X			Staff feel confident to recognise and challenge inequality within the workplace and confident in speaking to a member of the leadership team to resolve this
	<ul style="list-style-type: none"> <li>• <b>Empower staff through training and understanding to stand up against, question and challenge inequality.</b></li> </ul>	EB/JG-S					X	X	
<ul style="list-style-type: none"> <li>• <b>Senior leadership team to strategically analyse patterns regarding race and discrimination that may enable us to further our plans</b></li> </ul>	SLT		X	X					

<p><i>To establish links and develop relationships with the wider community in order to celebrate differences, challenge discrimination and drive change</i></p>	<ul style="list-style-type: none"> <li>• <b>Continue to work with Ana Huna Charity to support their initiatives around inclusivity within the Islamic faith</b></li> </ul>	JG-S/EB		X	X	X	X	X	<p>Willow Dene is a hub within the community, working with charities and groups to build and foster relationships, learn and bring about change together</p> <p>Willow Dene is working alongside the local community to celebrate diversity</p> <p>Parents voices are represented within the wider community. Promoting understanding of their backgrounds, challenges and life with a child with additional needs</p> <p>The school makes a positive contribution to their community, which will break down barriers and bring about community cohesion</p>
	<ul style="list-style-type: none"> <li>• <b>Develop links with other groups and charities that we can support and who can support us (faith groups, charities etc)</b></li> </ul>	LP/JG-S/EB			X	X			
	<ul style="list-style-type: none"> <li>• <b>Make links with parents who can support our drive for change through speaking at events about their experiences</b></li> </ul>	JG-S/EB					X	X	
	<ul style="list-style-type: none"> <li>• <b>Create and share a section on the website with stories of the journeys and experiences of parents within Willow Dene. Share these with the wider community, to give our families a voice</b></li> </ul>	VH/EB			X	X			
	<ul style="list-style-type: none"> <li>• <b>Develop links within the local community for our KS3 &amp; KS4 children through volunteering, Citizenship sessions and Positive Contributions</b></li> </ul>	MC/LP			X	X	X	X	
	<ul style="list-style-type: none"> <li>• <b>Develop links with Arts and Cultural venues and groups to support inclusivity and give our children exposure to a wide variety of art that represents them</b></li> </ul>	MC/LP		X	X	X	X		
	<ul style="list-style-type: none"> <li>• <b>Create and share performances with the wider community with difference, inclusivity and equality at the centre of the message</b></li> </ul>	EB/JG-S						X	