



Equality & Diversity



Deptford Green is a vibrant and diverse inner city community school. It is a creative and innovative centre for learning. *Catch the wind in your sails...*

To **explore** at Deptford Green is to take risks, challenge yourself and find your purpose. It is to explore uncharted territory, relishing every opportunity in front of you. It is not to settle for what you already know, but to try new things, show resilience, and dive into unknown waters confidently.

To **dream** at Deptford Green is to be inspired and to inspire others. It is to realise that anything is possible, to cross borders and have the highest expectations of yourself and those around you. It is to continue to strive and move forward, tackling challenges head on with determination, opening many doors to your future as a result.

To **discover** at Deptford Green is to love what you learn and learn what you love. It is to discover yourself, who you want to be, navigating your future with curiosity and wonder. It is to seek out and celebrate the differences and lives of others, to find your place in your community and develop a deep understanding and curiosity about the world around you.

Our strategic Equality & Diversity goals for 2022:

Curriculum Goal

- **To continue to develop and embed an inclusive and representative curriculum so students feel empowered to confidently critique the role that discrimination currently plays in contemporary society.**

Community Goal

- **To build and embed strong community links with organisations such as Secondwave Youth Arts, Goldsmiths College and Trinity Laban to promote diversity in all its forms.**
- **To celebrate the cultural diversity of our community across the school year and to celebrate our rich local history.**

CPD Goal

- **To ensure that staff receive ongoing training and development around Equality & Diversity**

Creating BRAVE SPACES

Asking the question
Having the difficult conversation
Supporting growth



BRAVE CREATIONS

Exploring and expressing diversity
through the arts



STAFF TRAINING & DEVELOPMENT

Check and Challenge
Inclusive language
BRAVE SPACE ground rules
Sharing literature



LGBTQIA+

Inclusive SRE
BRAVE Histories
Allyship and visibility
Reporting The Crime



Anti-Racism

Critical thinking
Allyship and visibility
Zero-tolerance
Policy and Reporting



Role Models

Visibility
Shared experience
Aspirations and ambition



Personal Development

Inclusive Relationships Education
Values and beliefs
My identity
Assemblies to engage and inspire



Career Progression

Role models
Expert careers coaching for staff
National College
School visits
Recruitment processes



Celebrating Cultural Diversity

Cultural Evening
Windrush day
Across the year
Arts Week



Curriculum

Careers advice and guidance
Further and Higher education and
pathways
Critical Thinking
Decolonising project



Language

Celebrating different languages
Inclusive language
Restorative Approaches



Student Leadership

Championing Equality
Restorative Approaches
Role Models and mentoring

