

Diversity, Equity and Inclusion Statement

October 2026



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At Sir Henry Floyd Grammar School, we believe that Diversity, Equity and Inclusion (DEI) work is an important part of our school culture. We aim to be proactive in this but understand that as society changes and grows we will need to adapt and react as is appropriate. DEI remains a high priority at the school and we have a DEI Lead on the Senior Leadership Team. Our progress is monitored and challenged by governors via link governor meetings. The Insignis Academy Trust Diversity Statement can be viewed [here](#).

Staff induction includes a workshop on DEI in education and also DEI within our setting. Our recruitment processes include questions where discussing an inclusive culture is invited. Staff are encouraged to continue their learning and development in this area: this may be through compulsory training, updates for all staff, an opt-in professional development pathway, reading from a range of books in our staff library or proposing bespoke opportunities to explore and share learning.

Student development includes important aspects of DEI. Student leaders across the school write assemblies or tutor resources and, where appropriate, lesson content addressing DEI related issues. Some of our regular student-led initiatives include a student showcase, careers talks and competitions for both Black History Month and South Asian Heritage Week. These are supported by staff-led assemblies and lectures, the sharing of reading lists and panel discussions at lunchtime.

We recognise the barriers to measuring the progress of DEI work. Data can tell us part of a story but not all, and outcomes can take varying degrees of time to show their true impact. We are reflective practitioners who are willing to review and adapt practices to meet the needs of all in our community when required. This includes reacting to prejudice and discrimination appropriately but also includes developing systems and processes that do not enable such actions to occur. Behaviour and attendance data, co-curricular engagement, student leadership representation, trip attendance and student voice are all used to assess the inclusivity of our culture and set appropriate targets for progress.

Our most recent Ofsted report (February 2024) quoted a student as saying 'Diversity is encouraged, not just tolerated here.'

Curriculum reviews have also reflected DEI objectives and relevant training to implement changes has been embedded. The school DEI lead regularly provides CPD across the Academy Trust, to other local schools and via articles printed in reputable education publications.