

URSULINE HIGH SCHOOL

**EDI/Racial Justice Recruitment and Retention Strategy
May 2021**





EDI/Racial Justice Recruitment and Retention Strategy

Expected Outcomes May 2021

1. Ensure the Recruitment process shows a diverse workplace appeal to a wider range of ethnicity and attract more BAME staff.
2. Ensure that through Recruitment and Retention Policy our Diverse culture and staff are retained by providing Mentoring, Support, Training
3. Ensure the Marketing Process has a community package clearly showing what our School has to offer – a welcoming school with our values reflected showing an inclusive culture

Current Data on Teachers and Support Staff

Staff	Total number of staff	White	BAME
Teachers	87	76 =87%	11= 13%
Support Staff	76	53 = 70%	23=30%

Total Number of Jobs appointed

Staff	Total number of applicants	Total number of jobs	White applicants appointed	BAME applicants appointed
Teachers	85	16	62.5%	37.5%
Support Staff	169	12	68%	32%

Total Number of Interviews

Staff	Total number of interviews	White applicants	BAME applicants
Teachers	33	25= 76%	8=24%
Support Staff	75	59=79%	18=33%

EDI Framework – There are 4 types of institutional organisations and as a school we are the Experimenting organisation with the intent of moving to an Engaged organization.

For Diversity initiatives to be productive, there have to be changes to institutional cultures.

Institutional interaction with BAME staff

Engaged

BAME staff are represented at all levels

Initiated

Framework in place to meet legal duty

Few BAME staff in posts

Experimenting

Few BAME staff in posts

Fewer BAME staff in leadership roles

Uninitiated

No BAME staff in posts

No framework in place to meet legal duty

Creating a culture whereby we move from accidental activists to deliberate activists by meeting our targets.

<ul style="list-style-type: none"> Accidental activists 	<p>They acknowledge racism is a problem; they are committed to making some form of intervention to tackling it; they may not know the outcome; or the plan may not be clear, but their commitment is clear; tackling racism important, could treated as a KPI</p>
<ul style="list-style-type: none"> Deliberate activists 	<p>They acknowledge racism is a problem; there is a personal commitment to change; resources – financial, human and time, are provided to devise planned interventions which are monitored and accounted for; tackling racism is a KPI</p>

Action	When	Who	Impact
<p>1. Research on where to advertise the school's vacancies to attract more BAME staff</p>	<p>Mar-21</p>	<p>CH</p>	<p>To advertise on a platform that will reach a diverse demographic</p> <p>Researched and 2 confirmed avenues:</p> <p>1. BAMEed Network – intersectionality and diversity in the education sector. Support network enabling connecting with other education organisations and individuals through events, regional networks, sign posting and mentoring.</p> <p>Website has a monthly newsletter that has a mailing list of over 3000 subscribers</p> <p>A short script with a link directly to our Schools vacancy section gets sent to BAMEed to advertise for free before 15th of each month and newsletter gets circulated then</p> <p>2. Young Black Teachers network website: www.ybtn.co.uk Instagram & Twitter: @YBTN_uk – 2000 followers</p> <p>YBTN exists to support, empower and equip Black teachers in England to be the best educators they can be, progress into leadership and to understand the impact we have on our students, more specifically young black boys and girls.</p> <p>Overall goal is to welcome those with a passion for young people into the profession, retain those who are already in the profession by ensuring they feel valued and are aware of opportunities into leadership, working closely with teaching and non-teaching staff, local authorities, outside agencies and those in government. We aim to build a network of Black professionals represented at all levels in the education sector. This is needed to raise aspirations of ourselves and the next generation</p>

			<p>A short script with a link directly to our School's website gets sent to Young black teachers network and they send out a newsletter monthly.</p> <p>(Contacted the voice newspaper, neu, ambition, association of black teachers. Black Governors network, bame weteach, ambition school leadership)</p> <p><i>Advertising on BAMEed and Young black teachers for their monthly newsletters and monthly distribution and continuing to follow up on incoming applications for analysis.</i></p>
<p>Putting a complete community package together which shows what the school has to offer</p> <p>Update recruitment booklet to be reflective of racial justice</p>	Apr-21	CH/E S/R M	<p>To appeal to a wider audience:</p> <p><i>Completed community booklet and presented to Personnel committee and now advertising on website and additional marketing material distributed with all adverts.</i></p>
<p>A diverse video to be added to the package</p> <p>Live interaction with teachers and students</p> <p>Include school trips and extra curricular activities</p>	Apr-21	CH/E S/Div erse Staff mem bers	<p>Additional marketing to appeal to a wider audience</p> <p><i>Action plan for video with students and staff in progress with filming on 11th and 12th May. Editing in process and draft to be ready week commencing 17th May.</i></p>
<p>2. Recruitment and Retention Policy</p> <p>Recruitment</p> <ul style="list-style-type: none"> •Ensure interview panel has unconscious biased training 	May-21	CH	<p>To ensure that systems and processes advance EDI</p> <p><i>Draft Recruitment and Retention Policy to be reviewed week commencing 17th May.</i></p>

<ul style="list-style-type: none"> • EDI question on interview forms • Monitoring form is optional • Governor training on unconscious biased training <p>Retention Process</p> <ul style="list-style-type: none"> • CPD for new staff • EDI training during Induction process • Mentoring and Support • Exit Interviews – GDPR 			
<p>3. Update EDI Governors on Action taken to date</p> <p>Next meeting</p> <p>Task force feedback</p> <ul style="list-style-type: none"> • Review of inset day • Review of current BAME staff progression • Setting targets for current BAME staff 	<p>May-21</p>	<p>CH</p> <p>JW</p> <p>Gove rnors</p> <p>PW</p> <p>CH/B</p> <p>B/P</p> <p>W/J</p> <p>W</p> <p>CH/B</p> <p>B/P</p> <p>W/J</p> <p>W</p>	<p>To ensure all stakeholders are informed and up to date</p>