

## What is the Schools' Inclusion Alliance?

The Schools' Inclusion Alliance is a collaboration between Independent Schools who believe that a commitment to diversity and inclusion is essential to reflect the society we serve today and provide an environment within which all young people and staff can thrive and grow. This is a commitment by the member schools to work together to share best practice, work together and strive to ensure that inclusion is at the heart of their ethos, practice, and values.

Schools that sign up to the Alliance are pledging to take tangible steps to embed inclusion into their school culture. We recognise that everyone is at different stages of this journey, and so the Schools' Inclusion Alliance is open to all, no matter where they are starting, so long as they are willing to sign up to the membership charter below:

## The Charter

All member schools must commit to: -

- Identifying a Senior Leadership Team member who has responsibility and accountability for Inclusion.
- Collecting data across the school to identify where barriers to thriving might be present.
- Setting an annual action plan, implementing the right strategy for their own organisation.
- Report on progress against the action plan each academic year, supporting the transparency and accountability needed to drive change.
- Having in place a CPD programme for staff that supports inclusion being embedded into behaviours and practices.
- Having in place a programme to educate students about the diversity of the society around them and how to be inclusive leaders of the future.
- Having in place procurement and partnership standards that ensure the school influences and has a positive impact on society.

SIA Members have access to:

- Regular meetings with member schools – sharing ideas and best practice
- Annual Conference “Unlocking the Power of the Human”
- Series of webinars around Diversity and Inclusion for staff and parents (Sept 2020 launch)
- Sharing of policies, especially; Gender Identity Protocols, Disability (Accessibility plans), Equal Opportunities (Inclusion)
- Diversity Calendar
- Website full of resources, speaker list and information (Sept 2020 launch)