

25 October 2024

Dear Parent/Carer,

We are really proud to announce that we have achieved a nationally recognised equalities award for our work on Diversity.

Our ambition is to continually strive to build an inclusive and welcoming school in which all members of our community feel that their identity is welcomed and celebrated and their voices and experiences valued.

To achieve the Silver Equaliteach Diversity Award, Governors, Downlands staff and students have completed significant work over the last eighteen months, such as;

- A review of key equality, diversity and inclusion policies
- Curricula change to greater reflect the contribution of diverse groups to our community
- Inclusivity training for all staff
- Adaptations to lessons to make them more inclusive
- The establishment of a LGBTQ+ and Diversity student voice groups
- A Staff Diversity team
- Celebration events such as Black History Month and Pride Month
- Changes to the environment to better celebrate the contribution of diverse groups to our local and global community
- The development of the library resources

We recognise that the work to create an inclusive and welcoming community is ongoing and we look forward to building on these solid foundations in the future. Parent/carers can visit our Diversity page on the school website to find out more about our aims and ambitions for the coming academic year.

Yours faithfully,



Simon Adams  
Deputy Headteacher