



11 February 2021

Dear Parent/Guardian

### Diversity in the curriculum

I wanted to write to you to share some of the important work that has been in progress at Maiden Erlegh School with regards to ensuring a diverse and representative curriculum during the current academic year, and how we intend to take this work going forward. Despite the challenges brought by Covid-19, staff and school leaders continue to focus on reflecting on our practice and ensuring that the curriculum continues to improve and develop.

An important area of focus for the school, and trust, has been in ensuring that our curriculum is inclusive, that it represents the diversity of the staff and school body, and that we tackle prejudice and unconscious bias where it exists. The importance of such work has been made imperative by events surrounding the *Black Lives Matter* protests, as well as with regards to the recommendations made in the *Macpherson report* that followed the Stephen Lawrence enquiry. Additionally, the school has in recent years made great strides in ensuring that all students are safe in school regardless of gender, ethnicity, sexuality or faith, and we are keen to ensure that this is also reflected within the curriculum.

Some examples of work that has already been conducted this academic year include the following:

- Departments have completed an audit of their schemes of work to examine where unconscious bias may exist. Additionally, they have sought to expand the range of historical contexts used.
- Subject leads have shared examples of how they have increased the diversity of inspirational figures used within their subjects. Examples include in Business Studies, where a more diverse range of entrepreneurs from a wider range of ethnic origins have been used as case studies in class.
- Additionally, subject leads have been examining how to sensitively deal with prejudice where it occurs and the historical context. For instance, the use of racial slurs in the compulsory text; *Of Mice and Men*, and with regards to the slave trade in History.
- In October the school marked *Black History Month (UK)* by celebrating a different influential person of colour each day.
- Year 8s, led by their Head of Year; Mr Bishop, produced an assembly to explain why Black History Month is celebrated.
- During *Career's week* in October, people from a range of ethnic backgrounds working in different fields were used as examples of the careers available to students beyond school. This month Career's week will focus on examples of figures from the LGBT+ community in the world of work.

This is just a snapshot of some of work being undertaken and there is still much to do. During the coming weeks and months, I will be speaking to students regarding their opinions of the curriculum through the school's student council and sixth form senior team. We are also keen to solicit the views of parents, both with regards to current practice as well as areas in which we could improve and invite you to complete the following Microsoft Office form if you have any specific feedback:

<https://forms.office.com/Pages/ResponsePage.aspx?id=WwlpOb3F7ECiSBghIHVh9N02Psvm3NNCkK1RL4yiZbpUNDY5QIJLQ1IMR01JQThSVUVTRVkwVUFMUS4u>.

This form will be open until Monday 1 March 2021.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D Bell', with a stylized flourish at the end.

Mr D Bell  
Assistant Headteacher