

Equity, Diversity, Inclusion and Justice Peer Support Network

Partnership between the Exeter Diocesan Board of Education and CEFEL, in support of our Diocesan Family of Schools



Education

DIOCESE
OF EXETER

THE CHURCH
OF ENGLAND
IN DEVON



pray



grow



serve
with joy



THE CHURCH
OF ENGLAND
EDUCATION OFFICE

FOUNDATION FOR
EDUCATIONAL
LEADERSHIP

*To enable all, through the love of God in Jesus Christ,
to 'live life in all its fullness' (John 10:10b)*

Nurture

Nourish

Flourish

Equity, Diversity, Inclusion, and Justice - Starting September 2024

The Equity, Diversity, Inclusion, and Justice diocese peer support network seeks to establish a strong connection with the principles outlined in the Church of England's documents, "Called, Connected, Committed" and "Our Hope for a Flourishing Schools System." This network's primary objective is to delve into the intricate facets of equity, diversity, inclusion, and justice and how societal and theological theories influence and mould them.

By examining the historical underpinnings of the hierarchical structures around all the protected characteristics, including but not limited to race and the dynamics of equity and justice, the network aims to shed light on the contemporary manifestations of these concepts in our schools. Furthermore, it strives to understand the profound impact of equity, diversity, inclusion, and justice on individuals' personal and professional behaviours. The ultimate goal is to empower educational leaders to collaboratively shape school environments where every member of the community can perceive themselves and cultivate a profound sense of equity, diversity, inclusion, and justice. In aligning with the Church of England's vision for education, this network seeks to foster an inclusive, nurturing, and supportive educational ecosystem that reflects the values of "Called, Connected, Committed" and "Our Hope for a Flourishing Schools System."

For more details or to book please visit <https://exeter.anglican.org/schools/training-and-events/>

Introduction

The Diocese of Exeter has a racial justice charter which includes the following anti-racism statement:

“Racism and other forms of discrimination are wholly incompatible with Jesus’s command that we ‘love one another’ (John 15:12) and his promise of ‘life in all its fullness’ (John 10:10). As part of our Diocesan Vision and Strategy, we commit ourselves to being actively anti-racist. We recognise that we have significant opportunities in our network of mission communities and organisations to combat racism in all its guises and build a better future for all.”

The charter draws on the Church of England’s [From Lament to Action](#) report and includes practical steps to tackle racism and improve diversity, including improving the diversity of participation in church life, education, training and mentoring, and addressing history and memory.

The Exeter Diocesan Board of Education Committee (EDBE) is committed to supporting our Diocesan family of schools in their work on Equity, Diversity, Inclusion, and Justice (EDIJ) and has secured funding from the St. Wilfrid’s Trust (to whom we give thanks) to enable this peer support network to be established. The Education Team will work with National Education Leads for Racial Justice from the Church of England Education Office to build on earlier work, including the [Peace Feast](#), our contextual statistical analysis and your feedback to develop this 3 year programme. We invite those leading organisations (CEOs, Executive Heads, Headteachers and those involved in governance) and/or their representatives to join with us as we all prioritise this work and learn together.

Network Overview

There will be three sessions a year – two 90 minute virtual sessions and one face to face day. Each session will be led by a member of Church of England Foundation Educational Leadership (CEFEL’s) Curriculum and Inclusion team, sharing thinking and research around the leadership, theology and pedagogy of Racial Justice. This will be supported and facilitated by the Exeter Diocesan Education Team with the main link being Sarah Lakey.

An outline of the 3 years is as follows however we aim to be flexible to the needs of the group and, as the network develops, to respond to emerging needs. In all sessions there will be content delivery and plenty of time for discussion around key questions so that learning can be turned into action.

Sessions will focus on a Leadership Practice from Called, Connected, Committed (www.cefel.org.uk/ccc/), from ‘Flourishing Together’ and from ‘Our Hope for a Flourishing School System’, enabling us to reflect on what this means specifically for our own contexts and with consideration of the Church of England’s Vision for Education. This will allow some deep reflection while exploring the rich theological underpinnings that guide all our work in creating equitable, diverse, inclusive, and just school communities.



Three Year / Phase Overview

This network is aimed at those who have the influence and desire to make change happen. We invite those leading organisations (CEOs, Executive Heads, Headteachers and those involved in governance) and/or their representatives to join with us in this Equity, Diversity, Inclusion and Justice Network. Whilst the programme is outlined below there is a degree of flexibility so that the programme can be adapted to meet emerging needs. It is intended that you will leave sessions with enriched knowledge, practical ideas of how you can progress this work in your settings and with new resource ideas or signposting.

Called – Exploring Vision (Year/Phase 1)			
<p>When called to remove disadvantage, we need to seek reconciliation through exploring honestly and openly our personal Diversity, Equity and Inclusion journey, defining our current reality and considering what needs to change – both within our own organisations/schools/contexts and more widely. We will look at what has hindered change from happening in the past and what is needed to truly heal our communities and pursue the reconciliation required to be able to move forward.</p>			
Session Date, Time & Location	Session Theme	Trainers/Facilitators	Attendees
<p>Wednesday 25th September 2024 10:00 – 11:30</p> <p>Online</p>	<p>Awareness raising and tuning into being ‘called’</p>	<p>Krys McInnis and Elizabeth Olulari, CEFEL</p> <p>Sarah Lakey Diocesan Adviser</p>	<p>Academy trust, federation and school leaders, or their representatives, including those involved in governance.</p>
<p>Wednesday 12th February 2025 10:00 – 14:30 (Core) 14:30 – 15:30 (Extended time with Diocesan Team)</p> <p>Face to Face at The Old Deanery</p>	<p>Creating psychologically safe spaces</p>	<p>Lorraine Prince, CEFEL</p> <p>Sarah Lakey Diocesan Adviser</p>	
<p>Thursday 15th May 2025 13.30 – 15.00</p> <p>Online</p>	<p>Faith and EDIJ - connecting the church, school and community</p>	<p>Krys McInnis and Alysia-Lara Ayonrinde</p> <p>Sarah Lakey Diocesan Adviser</p>	
Connected – Engaging with the Vision (Year/Phase 2)			
<p>Leaders in education cherish diversity, recognising that their school communities are inherently better and richer if their doors are open to people from all different backgrounds and traditions. Leaders will unlock opportunities for their children to flourish in a wide variety of disciplines, not simply those measured. What changes do we need to make so that all students can flourish in our schools? A chance to explore these ideas with school leaders from different contexts.</p>			
<p>tbc</p>	<p>Collective Worship and EDIJ</p>	<p>CEFEL Adviser(s) Sarah Lakey, Diocesan Adviser</p>	<p>As Year/ Phase 1</p>

tbc	Retention and Recruitment	CEFEL Adviser(s) Sarah Lakey, Diocesan Adviser	As Year / Phase 1
tbc	Developing as a leader for justice	CEFEL Adviser(s) Sarah Lakey, Diocesan Adviser	
Committed – Sustaining the Vision (Year/Phase 3)			
Leading in education is grounded in a picture of the future that inspires passion that lasts. While good leaders create a vision, great leaders sustain it. Leaders demonstrate that HOPE is sticking around to provide consistency and dependability for the long term. Teams who sustain visions can still see where they are going in the dark times, and they grow through the difficulties they face together. How do we embed these changes for the long term, making them future proof?			
tbc	Do with us, not for us (Pupil Justice Leaders)	CEFEL Adviser(s) Sarah Lakey, Diocesan Adviser	As Year / Phase 1
tbc	Good Leaders Create Vision, Great Leaders Sustain it.	CEFEL Adviser(s) Sarah Lakey, Diocesan Adviser	
tbc	Embedding practices as a leader for justice.	CEFEL Adviser(s) Sarah Lakey, Diocesan Adviser	

Payment

This Network is being provided to schools by the EDBE with no charge due to the generosity of St. Wilfrid's Trust in providing grant funding. No payment is required for participation. We are unable to assist with costs of any necessary cover for release from schools.

Commitment

We would be delighted to have you join us as part of this Equity, Diversity, Inclusion and Justice (EDIJ) Peer Support Network. Please consider whether attending with a colleague is possible as it may allow you to plan together, and enable you to consider how your learning and reflections can be used to move things forward or enact change.

If you would like to become part of this network, please complete this [registration form](#) before the 30th June 2024. We will then confirm your place(s) and look forward to welcoming you to this Exeter Diocesan Network to further this important area of work.

Contacts

If you have any queries about this Network, please email the team at education@exeter.anglican.org. From September, the link Diocesan Adviser for this Network will be Sarah Lakey.