![ASCL Association of School and College Leaders logo]

Equality, diversity and inclusion plan 2023-24

ASCL is committed to supporting and promoting equality, diversity and inclusion (EDI) among school and college leaders, and in our own organisation. We work with our Council members and with the members of our various EDI networks to draw up an annual EDI plan, setting out how we will continue to develop our work in this area each year.

This plan follows on from last year's plan (available here). It is informed by many useful discussions with young people, grassroots and education organisations, and school and college leaders experienced in, and passionate about, equality, diversity and inclusion.

Strand 1: ASCL as an employer

Action	Lead	Timescale
Commission an external review of our pay scales, including an analysis of pay gaps between staff with particular protected characteristics and those without.	Leadership Group	Autumn term
Publish our gender pay gap (this isn't a legal requirement for organisations with fewer than 250 employees, but is good practice).	Leadership Group	Spring term
Review our recruitment polices and processes to remove any barriers to talented people from diverse backgrounds applying for roles at ASCL, and ensure we actively encourage and enable people from groups currently under-represented on our staff or in particular teams to do so. Specifically: • be more explicit about our mission and culture, including our EDI focus • showcase a diverse range of staff in our recruitment materials • review where we advertise vacancies • develop high-quality training for all staff involved in recruitment • review what we consider essential criteria for roles • introduce blind shortlisting • consider how to ensure diversity on selection and interview panels	Leadership Group	Autumn term

Strand 2: ASCL Council and governance

Action	Lead	Timescale
Continue to collect and analyse EDI data from Council members at the beginning of every academic year.	Head of Marketing and Director of Policy	Autumn term
Implement a campaign to actively encourage more members to stand for and vote in Council elections. In particular: • work with our EDI networks to promote the benefits of involvement in Council among their members • showcase the diversity of Council members	Director of Policy, Head of Marketing and Honorary Secretary	Spring term
Focus one of the three sector meetings at Council each year on EDI issues	Director of Policy	Ongoing

Strand 3: ASCL's influence across the system

Action	Lead	Timescale
Support our EDI networks to further establish themselves and to expand their membership. Specifically: • automatically invite new members to sign up to one of the networks when they join ASCL • encourage outgoing network chairs to mentor and coach incoming chairs • encourage network members to produce blogs, articles and videos about their work and related issues	Immediate Past President, network chairs and SEND & Inclusion Specialist	Autumn term and ongoing
Strengthen the links between our EDI networks and our policy work. Specifically: • where possible, discuss policy positions, papers and consultation responses with network members to ensure we have considered them from the perspective of members with diverse backgrounds • connect the networks with relevant All-Party Parliamentary Groups (APPGs) • work with the networks to develop guidance for members on relevant issues	Director of Policy, SEND & Inclusion Specialist, other policy specialists	Ongoing
Continue to grow our suite of EDI resources for leaders, working with other organisations to increase capacity and expertise.	Director of Policy, SEND & Inclusion Specialist and Online Editor	Ongoing

Build on the success of our first summit on EDI in education in Spring 2023, making this an annual event.	Immediate Past President and Director of ASCL PD	Spring term
Continue to ensure our Annual Conference includes a diverse range of speakers, and is actively promoted to leaders from diverse backgrounds. Include workshops focused specifically on supporting leaders with the more challenging aspects of EDI work in schools and colleges.	President, Immediate Past President and Director of ASCL PD	Spring term
Strongly encourage the Department for Education to re-focus its attention on the lack of diversity in school and college leadership, and to re-commit to actions it can take to improve this as part of its recruitment and retention strategy.	Director of Policy and Deputy Director of Policy	Ongoing