



# Letter of Commitment

Our vision for creating a fully equitable, diverse, and inclusive community at the Dragon School.





# To our Dragon Community

We are writing to you to let you know about some important work that we are undertaking in order to develop and amplify our capabilities as a fully equitable, diverse, and inclusive school.

## Our vision

Our vision is to be a community where every Dragon and their family feels included, diversity in every respect is celebrated and equality is championed. This vision is directly related to our aim for the education that we provide to our pupils, but it is our intention that our work in this area will – in addition to our pupils – benefit our pupils’ families, our staff, and the wider community in North Oxford to which we belong.

*“Our aim is to inspire, encourage and develop free-thinking, confident young people who reach for the sun. We will achieve this aim within an inclusive community where we celebrate diversity and strive for equality. The positive outcomes for each individual Dragon are central to every decision we take.”*

***Emma, Head of the Dragon School***

## Our commitment

In order to achieve this vision, we have created an EDI (**e**quity, **d**iversity, and **i**nclusion) committee comprising colleague members from across the school. The purpose of this committee is to develop an EDI strategy underpinned by data from an audit of EDI-related views and experiences from our pupils, staff, and families. We will be supported in this work by *Inclusion Labs*, a purpose-driven organisation which supports schools to focus their intentions and create meaningful impact for their communities through EDI initiatives.

To ensure the highest level of engagement and accountability for this essential work, we have also appointed a governor to our Governing Body with responsibility for EDI. This governor, Dupe Witherick, will support the work of the EDI committee by providing strategic oversight of the actions



taken and outcomes achieved, and also support the rest of the Governing Body to consider and incorporate EDI as an essential factor in all actions undertaken.

## Our actions

We are ambitious and encouraging of one another in this vision and commitment. Our EDI committee have agreed a series of actions to be completed by the end of the academic year 2023-2024 in order to lay the groundwork for tangible and meaningful development in this area, including:

- Establishing a pupil EDI committee, enabling pupil voices to directly influence the direction of this work
- Conducting an anonymous online survey of EDI-related views and experiences from our pupils, parents, and staff, in partnership with our colleagues at *Inclusion Labs*
- Reviewing and developing our mentoring scheme to ensure that adequate support is available for all colleagues
- Conducting an audit of relevant school policies to ensure that all our working practices are commensurate with our commitment to EDI

Our actions for the following academic year 2024-2025 will be heavily influenced by the outcome of the survey of our community that we conduct. We intend to keep our community regularly and transparently informed as to the development of this work and our intentions for the future. Your involvement is central to our success and we would value hearing from anyone within our community who is interested in or feels that they would be able to contribute to this work.

## Conclusion

Finally, we see this work in the context of Emma Goldsmith's overall commitment to 'evolution, not revolution' in the development of our school. We are able to make this commitment now because of the founding principles of the Dragon's first Head, Skipper Lynham, who said:

*"We have failed unless we have helped the boys to develop their mind and their capacities in their own way, unless we have given each boy scope for all of the imagination and originality that is in him."*

Of course, that original commitment has already diversified to include more than just 'boys', but we should celebrate the fact that the Dragon School has always championed creative, independent and ambitious free-thinking. We welcome the opportunity to move forward with this work in a meaningful and authentic way in order to continue Skipper Lynham's legacy, and ensure that everyone who



learns, works, and visits the Dragon School will feel that their whole original selves, with all their capabilities and imaginations, are valued and celebrated.

We look forward to working together.

A handwritten signature in blue ink that reads "Emma Addams".

***Emma, Head of the Dragon School***

A handwritten signature in black ink that reads "Dupe".

***Dupe, Governor***

A handwritten signature in black ink that reads "Rebecca".

***Rebecca, Chair of the EDI Committee***

A handwritten signature in black ink that reads "Andrew".

***Andrew, Chair of Governors***