



Governors' Statement on Black Lives Matter

The tragic death of George Floyd and the response from the Black Lives Matter movement globally has sparked intense reflection and debate, including within Aylesbury High School. The Governors of AHS acknowledge the important role that schools can play in helping dismantle systemic racism.

Current and past students have questioned our commitment to ending racial injustice. The Governing Body and School Leadership Team would like to thank all those who have taken the time to share their perspectives and experiences – we all recognised that this has not been easy. AHS' Governors and Leadership Team are actively listening and are committed to action that drives change.

In response to this the AHS Leadership Team is keen to demonstrate an emphasis on concrete, sustained actions rather than mere platitudes, and the Governing Body is fully supportive of this. Towards this end the school's leaders have already implemented, or are planning, the following specific initiatives:

- **Formal discussions with student leaders** (outgoing Head Girl and cabinet; incoming Head Girl and new cabinet)
- **Formation of a Diversity and Inclusion Working Group**, whose role will be to develop proposals for action during the course of the next academic year. Actions include training for staff, awareness-raising for students, establishing and training Equality Ambassadors, further celebration of the diversity at AHS. The Working Group will include staff, parents, students and alumni, and will report directly to the Board of Governors.
- **Training of Staff** - An external provider will provide training on the INSET Days in September.
- **Input into curriculum** - by necessity AHS largely follows the National Curriculum; however, there is flexibility to add material beyond the set syllabus. Towards that end, to build on elements already included in the AHS curriculum, AHS has carried out a full audit of the curriculum to ensure appropriate emphasis on content related to human rights, equality and racism.

Details of the composition of the Working Group, and how to become a part of it or consult with its members, as well as periodic updates on progress with each of the above initiatives, will be communicated through the AHS website, Newsletter and Alumni communications.

A dedicated page has been set up on our website to include this statement, along with a provisional Diversity and Inclusion Action Plan and Equality Objectives. The action plan was created in conjunction with students. We hope it underlines that the school wants everyone to be aware of inequality; to understand its causes and effects; and to be committed to action to doing something about it.

Over the past year we have written our new purpose statement 'To inspire every student to seek challenge, realise their potential and prepare for the world of today and tomorrow'. We want all our alumni and teachers to believe that they can change the world for the better and our first aim is 'To place well-being and inclusivity at the heart of all we do. The Governing Body fully supports the commitment to engage with the Black Lives Matter issue, working cooperatively with all our community.

For and on behalf of the Governing Body

James Chandler, Chair of Governors