



WINCHESTER
COLLEGE

Culture and Practices

[Last summer](#) the Warden asked me to conduct a review in to the school's culture and practices. Over the course of last term, we undertook the first part of the review as it relates to race and diversity. Our objectives were to ensure that we harnessed the full potential of the BAME community across Winchester College and remained open to attracting the best and brightest from within that community.

A survey invited current boys, parents, alumni and colleagues to share their views and experiences of diversity and inclusion at Winchester. The review also took in the opinions of specialist consultants, as well as a comprehensive evaluation of our policies and curriculum.

As a result of that survey, we identified four areas for regular review;

1. **Curriculum** - VI Book Div will cover a wide range of themes, including BAME issues and Feminism, as well as non-western culture and politics. The Equality Society and Faith Circles will continue to develop resources to promote inclusion.
2. **Community** – Boys will have access to a designated member of staff from the BAME community.
3. **Culture**
 - i. The Second Master will be responsible for Diversity and Inclusion.
 - ii. A student PSHEE body has been formed which will contain a student Diversity Ambassador and also discuss Diversity & Inclusion more broadly, with their first meeting taking place this week. A well-being survey of this group and the wider pupil body will be undertaken termly.
 - iii. External speakers will reflect society; at least 50% female and 20% BAME over the course of the next three years.
4. **College**
 - i. Recruitment adverts now include a diversity statement, are unbiased and designed to encourage applications from under-represented communities.
 - ii. Shortlists and interview lists for all teaching and senior management roles across the College will target gender balance, and ensure that interview panels are balanced.
 - iii. A staff training programme on Diversity and Inclusion has been undertaken.

What happens next? Two more reviews are planned for this year, including LGBTQ+ and Gender. Once all the reviews are complete, the Working Group will report back to the Governing Body with their findings, progress and impact.

We continue to welcome the interest and advice generated by the Winchester community on this subject. If you have any questions, please [contact me](#).

Mr Paresh Thakrar, Bursar – 2.3.2021