

Change@CCHS4G

September Update

Since writing to you at the end of the summer term, we have taken a number of steps to realise the ambitions outlined within our [Change@CCHS4G](#) framework.

The Senior Leadership Team have completed online training with Equality and Diversity UK, working through a series of modules that look at ways to tackle racism, and help promote diversity. An overview of the work they do in schools, and an 81-page pocket book of information can be found here:

<https://equalityanddiversity.co.uk/flip/tackling-racism-in-schools/#p=1>

Members of Teaching and Support staff have read the Runnymede Trust report *Race and Racism in English Secondary Schools*. Published in 2020, The Runnymede Trust are the UK's leading independent thinktank on race equality and race relations, and the report, based on high quality research and thought leadership identifies the barriers to race equality and good race relations, and offers support for social change.

In September, when we welcomed back our entire staffing body for the first since March, we dedicated an entire day's Inset training to student welfare. Amongst the many presentations, we were fortunate enough to welcome back and hear from a former pupil of the school, Mitra Janes, who is now Head of Diversity & Inclusions at RSA, to speak to us about barriers to racial equality, micro-incivilities, and the need for action.

Mitra Janes, Head of Diversity & Inclusion

Mitra Janes (née Ebrahimi) was a pupil at CCHS from 1989 until 1996 and she was a Senior Prefect during this time. Following A-levels in English, Biology, History and General Studies, Mitra went on to receive a BSc (Hons) in Psychology from the University of Surrey - a subject chosen due to her interest in human behaviour and wanting to understand what 'makes people tick'. As part of the degree programme Mitra undertook a year's business placement within Human Resources at Ford Motor Company. Mitra then went on to return to Ford as a graduate in 2000.

She has undertaken a variety of roles within Human Resources, including Employee Relations, Learning and Development and Business Partner. In 2010 she was appointed Diversity and Inclusion Manager for Ford of Britain, responsible for Diversity and Inclusion policies and strategy for around 10,500 employees across the UK.

In April 2014 Mitra left Ford and joined DLA Piper LLP, one of the world's largest corporate law firms, where she became Head of Diversity and Inclusion. Mitra is responsible for providing Diversity and Inclusion leadership and specialist expertise across the firm - from the UK to New Zealand. Mitra is passionate about ensuring everyone feels valued and included and has an opportunity to contribute.

In 2015 Mitra was recognised by The Economist's first ever Global Diversity List as one of the top 50 diversity professionals in industry. She maintained her place on The Telegraph's 2016 and 2017 Global Diversity Lists. She was a finalist in the European Diversity Awards 'Head of Diversity of the Year' in 2016.

This half term we will be hosting the first of our student committee meetings, and our first School Development Group meeting made up of staff committed to bring about change@CCHS4G. Furthermore, all staff will complete the aforementioned online training with Equality and Diversity UK.

Finally, we would like to thank the community for the continued engagement with our [change@CCHS4G](#) initiative.