



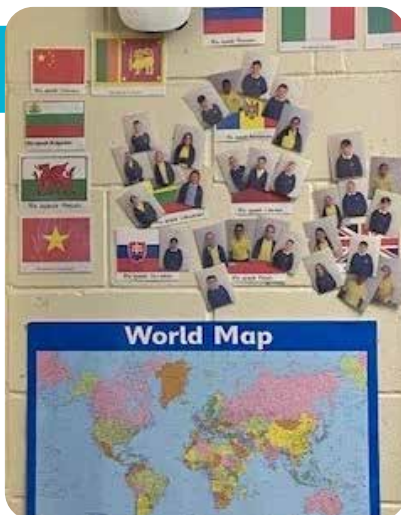
## CASE STUDY

# Developing Knowledge and Understanding of EDI in a Lincolnshire SCITT Primary Partner School

During 2022-23, five primary SCITT trainees from the L.E.A.D. Teaching School Hub have been placed at Bishop King Church of England Primary School in the city of Lincoln as their main school setting.

Bishop King is a place where ethnicity, diversity and inclusion (EDI) are proudly celebrated. There are over 450 children on roll from Nursery to Year 6, 65% speak English as an additional language (EAL) including 27 different languages. There is a high level of special educational needs (SEN). Additionally, there are 80 staff who work at the school, including native speakers of Bulgarian, Polish, Lithuanian and Russian. As an initial teacher training school, the context provides many opportunities for the trainees to develop a broad range of skills, including a secure understanding of how EDI is celebrated.

The first standard in the Core Content Framework (CCF) is 'Set high expectations', in which trainees learn that 'a culture of mutual trust and respect supports effective relationships.' EDI is central to this and is intrinsic to school life at Bishop King. Careful consideration is taken by Governors and staff to ensure every child can flourish in a community where they feel safe and happy.



## Celebrating Diversity

- Language of the Month** - A different language is selected each month, with the children coming into collective worship to welcome each other in the mother tongue of some of the pupils. The children look together at where the language is spoken on a world map and identify the country's flag. In the centre of the school there is a display which reflects the language, which is updated as a new language is introduced.







- **Class Languages Display** - There is a consistent approach across the school that each classroom has a display showing each pupil with their native flag; where the pupil comes from and the language that the pupil speaks.



- **Young Interpreters Initiative** - Children in Key Stage 2 have the opportunity to become Young Interpreter Ambassadors. These children support incoming pupils of all languages to settle into the school and become part of the Bishop King family.

## Developing Oracy

Vocabulary acquisition and development is key to the children making progress at Bishop King. There is a consistency in the pedagogical approaches taken by teachers throughout the school, with school leaders carefully monitoring the impact on pupil progress. CCF Standard 3 (demonstrate good subject knowledge and curriculum) states that in the 'Learn that...' statements, trainees should understand 'to access the curriculum, early literacy provides fundamental knowledge... and 'every teacher can improve pupils' literacy, including by explicitly teaching reading, writing and oral language skills specific to individual disciplines.' Every lesson, both core and foundation, has a focus on vocabulary, with a 'your turn, my turn' approach embedded.



This is carefully modelled to trainees, so it becomes second nature to their practice.

Trainees 'Learn how to... following expert input, take opportunities to practice, receive feedback and improve at teaching unfamiliar vocabulary explicitly and planning for pupils to be repeatedly exposed to high-utility and high-frequency vocabulary in what is taught.' The school environment is language rich; a consistent approach of using 'fact finders' includes key words for different subjects, linking directly to the class display where the children move new vocabulary from red to green as the words are taught and understood. Vocabulary is skillfully chosen by the class teacher; indeed, the term 'fact finder' was chosen rather than 'knowledge organiser' as this would be less complex for the children to understand.



E-Pens have been purchased by the school, which the children use to listen to bi-lingual books. The books can be read in multiple languages and include stories and traditional tales which the children enjoy.



## Supporting Families

Trainees at Bishop King learn that it is important to build relationships with parents, carers and families and that this can improve pupils' motivation, behaviour and academic success (CCF Standard 8). The school community is supportive of the steps the school takes in ensuring every child feels part of Bishop King. With 27 different languages spoken, communication with parents and carers is planned for and made using a range of different approaches. The school website and communication with families through letters and text messages can be accessed in the native language. Similarly, when a new child joins Bishop King, careful consideration is taken to place the child with other children who speak the same mother tongue.



There is an EAL section of the school website which include leaflets in different languages, including supporting English language learning.



## EDI in the Curriculum



The PSHE leader has mapped out how each of the nine protected characteristics are covered through the PSHE curriculum for every year group. The children develop a good understanding of the nine protected characteristics through all subjects, especially in PSHE where the mapping document clearly explains where each protected characteristic is covered in the curriculum.



Religion, Worldviews and Collective Worship



Religion and Worldviews is the school's title for the RE curriculum, for which the school follow the Lincolnshire Agreed Syllabus and Understanding Christianity. In May 2023 the school was awarded the Gold RE Quality Mark for embedding excellent, creative and innovative RE practice throughout the school and for recognition as outstanding in the wider community.





The school has links with a number of international partner schools, with whom pupils are able to complete collaborative activities which have enabled them to develop as global citizens, as well as improve language skills.

The Global Learning subject leader closely monitors international work. The school has achieved the International School Award (2022-2025).



### Equality and Diversity

This QR will take you directly to the Equality and Diversity area of the school website, which includes the Global Learning long term overview, monitoring across the school of Global Learning and key policies. The rationale for the Global Learning Policy is below:

*“Through the inclusion of an international focus at Bishop King CE Primary School, we are able to offer to our children a range of experiences that will enhance their learning and raise awareness of their national and international identity. We believe we are part of God’s worldwide family and therefore children should learn about other countries and people as a central part of the school’s ethos and curriculum. We believe we have a responsibility to prepare children for our everchanging world and give them the knowledge, skills and values to make a difference, however small.”*

**Bishop King Global Learning Policy Rationale**



It has been a pleasure to work with Mrs Wheatley and her school team to complete this case study. The school are happy to work with and support any school on their EDI journey.



Please contact Mrs Wheatley if you would like any further information:  
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