



SOUTH WEST

Institute for Teaching

## SWIFT Reference Group 2023 – 2024



[www.sw-ift.org.uk](http://www.sw-ift.org.uk)

**VIEWING NOTE**

CHOOSE 2 PAGE VIEW IN A  
PDF PREVIEWER





## Table of Contents

---

|   |          |
|---|----------|
| <b>Introduction to SWIFT .....</b>                                      | <b>4</b> |
| Partnership .....   | 4        |
| Golden Thread Delivery .....  | 4        |
| <b>Diversity, Equity and Inclusion (DEI) Commitment Statement .....</b> | <b>5</b> |
| Our DEI Commitment .....  | 5        |
| <b>Purpose of the SWIFT Reference Group.....</b>                        | <b>6</b> |
| Intention.....  | 6        |
| Principles .....  | 6        |
| Importance.....   | 6        |
| Group Structure .....   | 6        |
| Launch Meeting .....  | 6        |
| <b>Process for Recruitment .....</b>                                    | <b>8</b> |



# Introduction to SWIFT

*“Our vision is to create high-quality opportunities for staff to learn, develop and connect, so that all children, especially the disadvantaged, achieve the best educational outcomes.” (SWIFT Vision Statement)*

## Partnership

South West Institute for Teaching (SWIFT) is the partnership of two of the Department for Education’s (DfE) national Teaching School Hubs based at Colyton Grammar School and Kingsbridge Community College:  
“A two Hub, one approach.”

We are proud to be part of the network of 87 DfE Teaching School Hubs: centres of excellence for teacher training and development, which unites some of the best schools and Multi Academy Trusts in the country.

Rooted in partnership, we work with Schools and Multi Academy Trusts, Training School Alliances, Curriculum and Specialist Hubs and Research Schools.

## Golden Thread Delivery

As Teaching School Hubs, SWIFT is proud to support 500+ schools across Devon, Plymouth and Torbay in providing high-quality and effective educational and professional development to deliver the Department for Education’s (DfE) “Golden Thread:”

From Initial Teacher Training for trainee teachers ► Appropriate Body teacher induction service and ► Early Career Framework for Early Career Teachers ► National Professional Qualifications for school leaders.

You can find more information about SWIFT [here](#)



# Diversity, Equity and Inclusion (DEI) Commitment Statement

---

## Our DEI Commitment

We are committed to ensuring that every member of the SWIFT community has a strong sense of belonging. It is important to us that everyone has the opportunity to thrive, feel valued and fulfil their unique potential as part of our community.

For us Diversity means ensuring that diverse representation is built into everything we do, Equity means we remove barriers to access and Inclusion means we embrace and respect the full range of human identities.

We do this by collective powerful action around:

- Connecting people across all our communities of practice such as the Early Career Teachers we support and our leadership programme members to create shared understanding.
- Listening to feedback from a diverse range of stakeholders to ensure that it purposefully and intentionally serves our community and meets everybody's individual needs.
- Learning about our own identities and the lived experiences of others in order to create an open dialogue about the barriers that people face and how to remove them.
- Celebrating the diversity of our region while also reflecting on the diversity of the wider society that our pupils and staff are part of to ensure that we are co-creating inclusive workplaces.
- Collaborating with organisations beyond our network to provide critical friendship and mutual support and expertise to challenge ourselves to commit to action.
- Training all our stakeholders so that they are conscious, confident and competent in relation to our DEI work and so that everybody shares the vision and responsibility.
- Partnering with organisations that share our values and commitment for this work, such as Teach First, NASBTT and Diverse Educators.

Our aim is that through our DEI work, all members of our community can feel psychological safety and be their authentic selves in all settings. As a result, the children in our schools are led, taught, supported and governed by people who can embody the values and model the behaviours of a modern inclusive society.

You can find more information about our SWIFT Diversity, Equity and Inclusion (DEI) work [here](#)



# Purpose of the SWIFT Reference Group

---

## Intention

In our continued commitment to Diversity, Equity and Inclusion (DEI), this academic year, we wish to establish a SWIFT Reference Group as part of our Teaching School Hubs' responsibility of programme delivery to schools.

## Principles

The guiding principles for the Reference Group will be inclusive and collaborative.

Participation will not be limited by any of the Protected Characteristics (Equality Act 2010): Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex, and Sexual Orientation.

The Reference Group is intended to be a safe space that will build high-trust relationships within a diverse and inclusive setting that will:

- promote new ways of considering diversity, openness, understanding and inclusiveness
- promote a sense of belonging
- share other cultural values and experiences
- inspire conversation and drive innovation
- facilitate networking amongst colleagues
- strengthen communication
- promote information sharing
- contribute towards a more open and human world of work
- give back to the local community
- support professional and personal growth

## Importance

We believe that Reference Groups are important because they can:

### 1. Foster an Inclusive Workplace and a Sense of Belonging and Acceptance

Inclusivity can build trust and safety among employees.

Diverse groups of employees are employed and all have equal opportunities.

The Reference Group can help to ensure that all practices are ethical and fair.

### 2. Enhance Employee Experience

Members of the Reference Group can help other employees to feel supported, and which can enhance their experience in the workplace.

### 3. Promote Cultural Awareness

Cultural awareness can help to create an inclusive culture.

The Reference Group can encourage leaders, decision-makers and employees to learn more about other cultures and cultural norms that may affect inclusion.

### 4. Improve Innovation

Diversity can help to promote radical innovation when employees feel psychologically safe to share their ideas and feel accepted. They know their organisation's values they input, so they share it.

## Group Structure

Membership of the Reference Group will be voluntary and staff-led and any member of staff across our schools and partners is eligible to apply to be part of the group.

It is intended that the Group will consist of ten members and tenure would be for one academic year.

The meetings will take place once every half term (six meetings in total in one academic year).

It is anticipated that the meetings will take place online, unless there is a specific request from the Group to meet in-person, and there should be agreement about whether there is a hybrid remote/in-person arrangement, which should not be restrictive to any member.

## Launch Meeting

It is intended to launch the Reference Group in November 2023, with the first meeting in January 2024.

As with any new group it will be important to agree a number of procedures and to plan for the academic year, including, but not exclusive to the following:

1. To identify the Chair of the Reference Group.
2. To draft the Terms of Reference.
3. To discuss expectations, general guidelines and objectives for future metrics and review.

4. To identify any required training on diversity awareness.
5. To plan any DEI events for the academic year 2023 – 2024.
6. To plan the dates for the termly meetings.



# Process for Recruitment

---

We welcome expressions of interest from all colleagues of all backgrounds and positions within all organisations across our Teaching School Hub region.

If you are interested in finding out more about being a member of our SWIFT Reference Group, then we invite you to complete a short form [here](#) by **Monday 6 November 2023 at 12 noon**.

Thank you for your interest in our proposed SWIFT Reference Group as part of our work to promote Diversity, Equality and Inclusion.





Colyton  
TEACHING SCHOOL HUB



Kingsbridge  
TEACHING SCHOOL HUB



[www.sw-ift.org.uk](http://www.sw-ift.org.uk)