FREE & EQUAL

AMBASSADOR PROGRAMME™



Staff Training Programme

RACISM
MISOGYNY
TRANSPHOBIA
HOMOPHOBIA
ISLAMOPHOBIA
ANTI SEMITISM
ABLISIM
CLASSISM

UDHR Article 1: All human beings are born **free and equal** in dignity and rights

FREE & EQUAL AMBASSADOR PROGRAMME™

FREE & EQUAL AMBASSADORS™ Staff Training Programme

The Power of Us: Engaging Staff and Students as Co-Architects of Equality

Course Aim

Designed to complement the Free & Equal Ambassador Programme™ this training is for school staff to examine the systemic issues which underpin and perpetuate discrimination in schools. In a world of 'culture wars' and increasing polarisation, schools are on the front lines. But how do you move from simply managing discrimination to building a truly equitable system?

The Free & Equal Staff Training Programme is a masterclass in systemic transformation. We don't just talk about bias; we give you the architectural tools to redesign your school's power dynamics, democratise your classrooms, and mobilise your **Free & Equal Ambassadors** to lead the way. This five-part programme is a deep dive into the causes of discrimination and the structures and norms which give rise to it in a school context. It will examine in detail the five essential pillars necessary to transform school culture and create school environments which allow every single human to thrive.

Discrimination is a systemic issue. Our schools and school systems today are the product of biases and norms from a bygone era. We cannot effect change by tweaking policies and implementing interventions when it is those very systems and policies which continue to create the divisions we are seeking to address. This training explores how to create an inclusive, values-driven school culture that enables all students and staff to thrive and achieve.

What You'll Master:

- **Navigate the Noise:** Decode the "culture wars" and "wokeism" debate to lead with clarity in a polarised world.
- **Hack the System:** Identify the hidden structural causes of discrimination and build a blueprint for a fairer alternative.
- **The 5 Pillars of Systemic Change:**
    - **Authentic Representation:** Moving beyond tokens to spark genuine institutional shifts.
    - **Equitable Leadership:** Flipping traditional power dynamics to empower every voice.
    - **Real Democracy:** Engineering transformative systems that actually share power.
    - **High-Impact Dialogue:** Turning "difficult disagreements" into a tool for mutual growth.
    - **Values in Action:** Launching a robust, rights-based approach to daily education.
- **Mobilise the Mission:** Turn your **Free & Equal Ambassadors** into a high-performance team to drive these changes across your school.

Each of the FIVE sessions will take place ONLINE from 4pm-5.30pm on a Wednesday or Thursday across the academic year. These are LIVE training sessions which will each have practical action points for effecting change in your school context. They will be recorded for catch up or for participating at a time that suits you.

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Course Outline

Session 1: The Big Picture: Navigating Our Divided Landscape

- Unpacking the Roots: Identifying the core drivers behind systemic discrimination.
- Decoding the "Culture Wars": Understanding why political tribes diverge & how to find common ground.
- Systemic Blindspots: Recognising the hidden biases baked into our institutional frameworks.
- The Roadmap for Change: Practical frameworks for moving from awareness to collective action.

Session 2: Breaking the Mold: Reimagining School Structures

- Beyond the Hierarchy: Evaluating how traditional power structures impact equity.
- The Blueprint for Change: Designing alternative models for a more inclusive school environment.
- Models of Democracy: Contrasting different governance styles to find what truly serves students.
- Systemic Adjustments: Concrete ways to recalibrate school systems for fairness.

Session 3: Leading with Purpose: Avoiding the Traps of Traditional Power

- The Power of Representation: Moving beyond "tokenism" to create authentic institutional change.
- Equitable Leadership: Mastering the tools to lead differently and more inclusively.
- Unmasking Power Dynamics: Navigating and balancing the invisible power plays within schools.
- Actionable Impact: A step-by-step guide to becoming an agent of institutional reform.

Session 4: The Democracy Lab: Practical Mechanisms for Equality

- Democratising Education: The hands-on practicalities of sharing power with students and staff.
- The Art of Dialogue: Using cognitive dissonance as a tool for deeper mutual understanding.
- Radical Imagination: Visualising and testing bold new approaches to school.
- Assumption Audits: Practical exercises for identifying & dismantling "the way it's always been done."

Session 5: From Bias to Belonging: Strategies for Lasting Change

- Values in Action: Implementing a rights-based approach to education.
- Redefining Masculinity: Challenging negative stereotypes & engaging boys in the equity conversation.
- Ambassador Strategy: Building a high-impact strategic plan alongside your student & staff leaders.
- The Path Forward: Defining next steps and long-term sustainability for your initiatives.

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Course Presenter: Peter Radford



Peter is an experienced public speaker, teacher, trainer and author with a wealth of experience in leadership, and in diversity, equity and inclusion in education. He now works with organisations & schools to help develop the strategies and momentum to meet the challenge of change, create inclusive cultures and transform outcomes.

Peter has worked in education for over 25 years and as a school leader has particular experience in effecting change at a whole organisation level through addressing systems and mindsets that stifle progress. Peter has overseen Ethos & Aspiration in two large secondary schools and led both to achieve the Unicef Rights Respecting School Award. He has written two books *Love Teaching Keep Teaching* and *Every Single Human (to be released in 2026).* He now speaks to students, staff and leaders around the country inspiring change.

Who Should Attend?

- Visionary School Leaders: Headteachers, Principals, and Governors who are ready to move beyond "box-ticking" and drive genuine systemic change.
- Inclusion & Equity Leads: Staff responsible for DEI (Diversity, Equity, and Inclusion) who need a concrete roadmap to transform policy into practice.
- Pastoral & Wellbeing Teams: Educators focused on student belonging and creating a culture where every voice is heard.
- Student Leadership Coordinators: Those working directly with Ambassadors who want to bridge the gap between student ideas and institutional action.

Pricing

The Free & Equal Ambassadors™ Staff Training Programme is included in the Free & Equal Ambassador Programme™ **DONE FOR YOU** version for up to **two** staff members.

Additional staff members from Ambassador schools may participate at a discounted rate of £295 per staff member.

The training programme is open to staff members from **DO IT YOURSELF** Ambassador Schools at the same discounted rate of £295 per staff member.

For school staff who wish to participate in the Staff Training Programme from schools NOT running the Free & Equal Ambassador Programme™ may do so at the standard rate of £495 per staff member.

Contact us to book or for more details.

peter@beyondthis.co.uk

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