

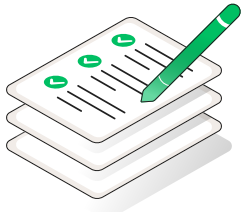


Embedding DEI in ITT

Mentors: A Practical Guide

'SHOULD' DO

1



Model Inclusive Practice Explicitly

Demonstrate inclusive language, lesson planning, differentiation, and behaviour management. Narrate your decisions to show DEI in daily practice.

2



Facilitate Identity-Safe Dialogue

Create psychologically safe spaces for trainees to explore bias, identity, and lived experience. Encourage reflection, not neutrality.

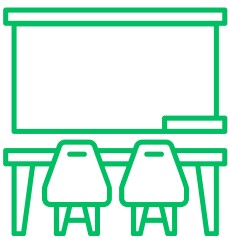
3



Use DEI-Informed Feedback

In lesson feedback, comment on representation, accessibility, equity of voice, and classroom climate. Ask: Who was included or excluded and how?

4



Expose Trainees to Diverse Classrooms

Support varied placements and debrief experiences using an inclusion lens (e.g. EAL, SEND, racially diverse settings).

5



Signpost and Share DEI Resources

Recommend readings, podcasts, case studies, and reflective tools to build knowledge and confidence in DEI.

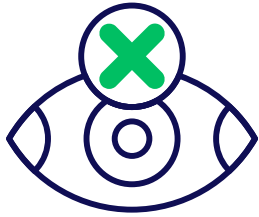
**"WHOSE VOICES ARE HEARD IN MY MENTORING? WHOSE EXPERIENCES ARE CENTRED OR IGNORED?
WHAT AM I NORMALISING OR CHALLENGING?"**

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'SHOULD NOT' DO

1



Avoid 'Difficult Conversations'

Don't shy away from discussing race, privilege, or bias. These are essential, not optional

2



Assume the Trainee 'Knows This Already'

Never assume prior understanding; make DEI an intentional part of the learning journey.

3



Use One-Size-Fits-All Mentoring

Adapt your approach to each trainee's identity, learning style, and context.

4



Treat Inclusion as Just SEND

Avoid narrow interpretations. DEI includes race, gender, faith, language, neurodiversity, and more.

5



Dismiss Trainee Discomfort

Don't label discomfort as weakness. Use it as a coaching opportunity for growth in cultural competence.