

Diversity Health Check

From Independent Thinking
and Ian Timbrell

There is always another way



Meet Ian Timbrell

A former teacher and leadership team member who understands school cultures inside out. He also knows first-hand what it feels like to be in a school that lacks inclusivity—and he is passionate about ensuring that every student and staff member feels safe, seen, and supported.

With his pioneering not-for-profit organisation *More Than Flags and Rainbows*, Ian has teamed up with Independent Thinking to offer the Diversity Health Check—a practical and insightful programme designed for schools, colleges, and organisations of all types and phases. With a strong focus on LGBTQ+ inclusion, this tool provides a comprehensive review of diversity across your institution

What's Included?

- ✓ Initial Online Consultation – A conversation to explore your needs and develop a tailored plan.
- ✓ Full Audit – A thorough review of curriculum, policies, procedures, staff and student interviews, document analysis, and feedback collection.
- ✓ Comprehensive Report – A detailed summary of findings with key areas for improvement (download a sample report here).
- ✓ Executive Summary – A concise report for governors.
- ✓ Presentation & Discussion – A one-hour online session with Ian to review the report and discuss next steps.
- ✓ Action Plan Development – A collaborative strategy to address key areas.
- ✓ Improvement Package – Access to training (both online and face-to-face) and resource development at specially negotiated rates.
- ✓ Free Copy of *Only Flags and Rainbows* – Ian's latest book, published by the Independent Thinking Press.

Pricing

£1350 + expenses & VAT for individual schools

£1500 + expenses & VAT for senior leaders
across a MAT or group of schools

Exclusive introductory rate for Independent
Thinking clients

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Why It Works

True equality, diversity, and inclusion are about ensuring everyone has what they need. The Diversity Health Check goes beyond assessment—it's a structured, supportive approach to creating meaningful change.

- ✓ Expert-Led Insight – Ian's extensive experience ensures practical, effective guidance tailored to your needs.
- ✓ Tailored Solutions – Every Diversity Health Check is personalised to meet the specific needs of your school or organisation.
- ✓ Clear Action Steps – The audit and report provide structured recommendations that are easy to implement.
- ✓ Ongoing Support – We don't just identify issues—we help you make meaningful, lasting improvements.
- ✓ A More Inclusive Culture – Creating an environment where every student and staff member feels valued and supported.

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