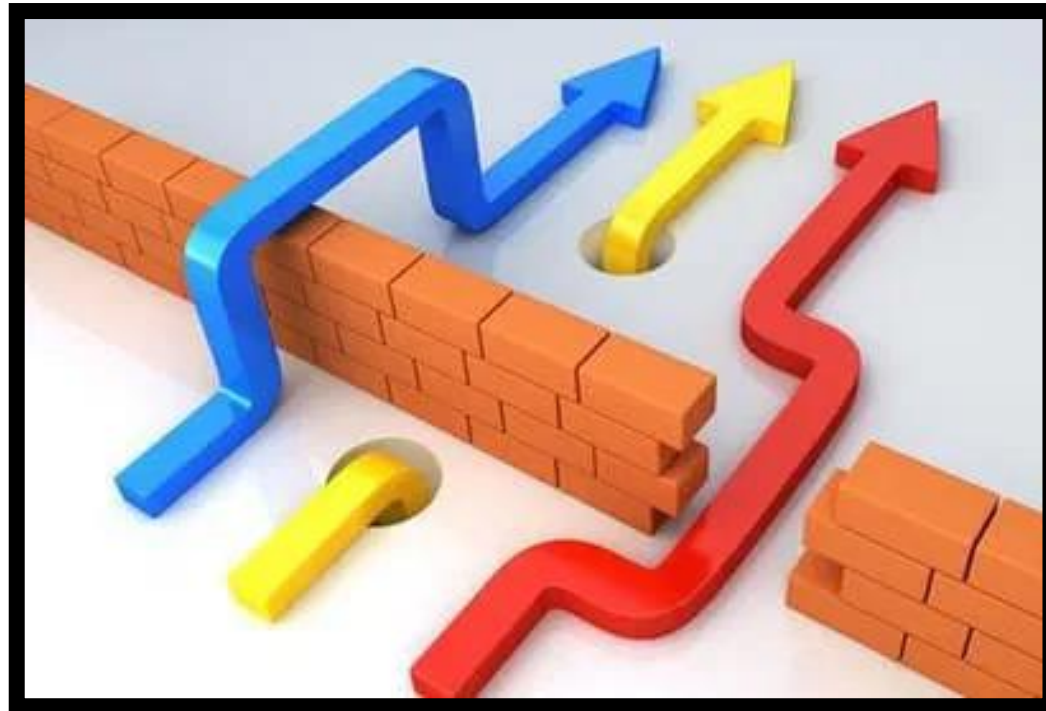


Introducing – David Watson



My career as a journey



Equity

noun

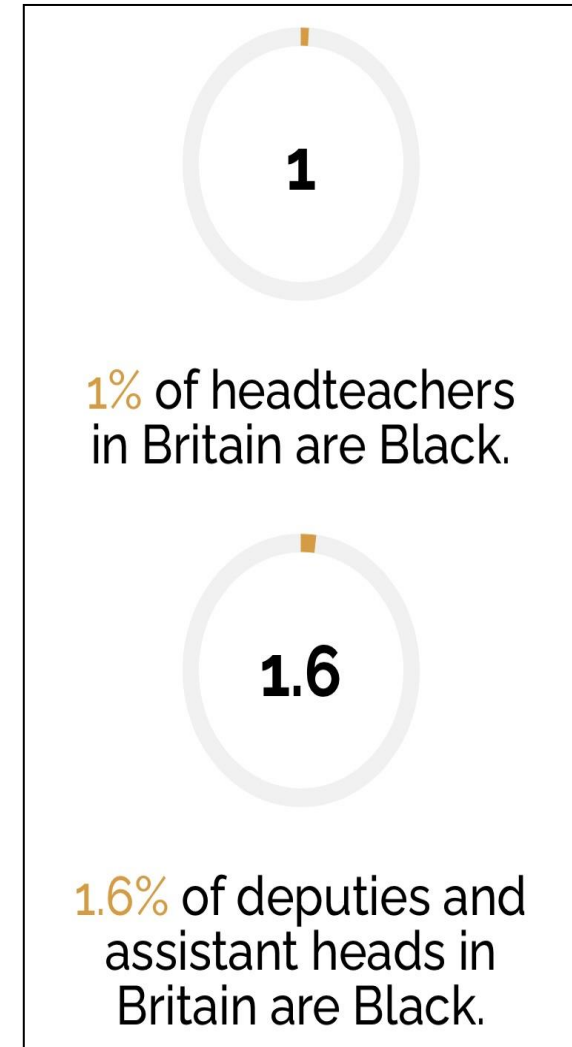
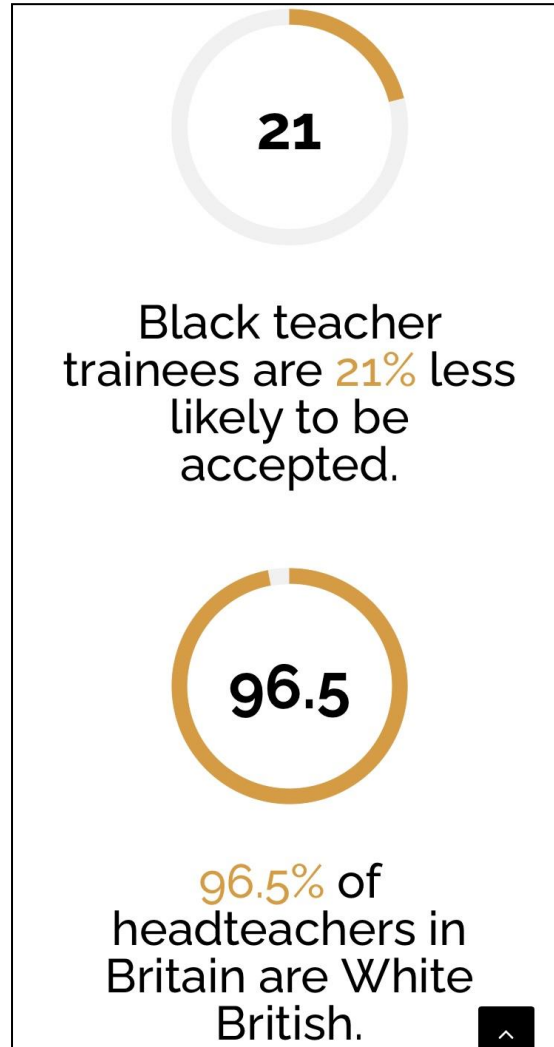
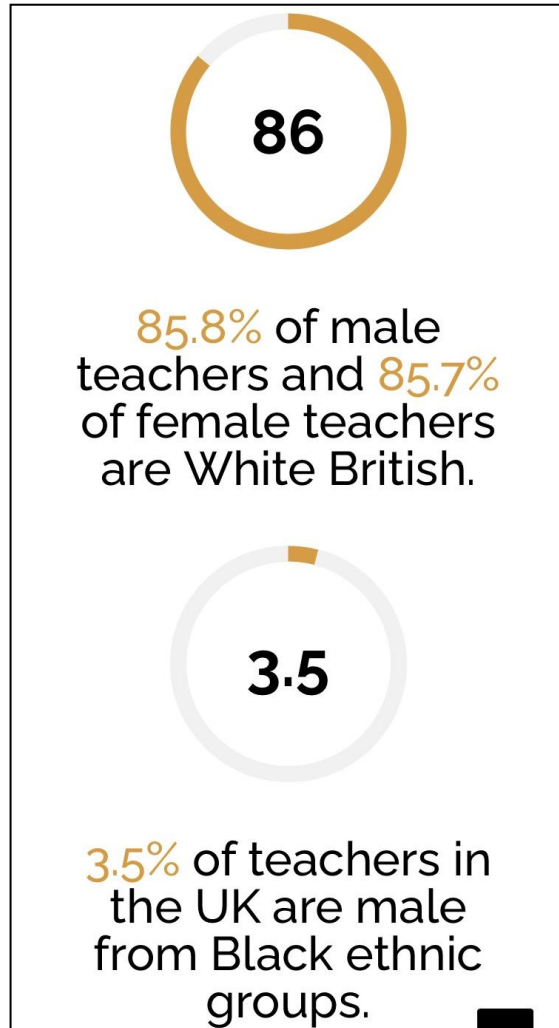
1. the quality of being fair and impartial.
"equity of treatment"

Similar:

fairness

fair-mindedness

Inequity – education, some of the evidence



Are you fair?



1. There's balls and there's strikes, and I call them the way they are.
2. No that's arrogant, there's balls and strikes and I call them the way I see it.
3. That's no better. Let's be realistic. There's balls and there's strikes and they (aint) nothing till I call it.



A man does not call a line crooked
unless he has some idea of a
straight line.

— *C. S. Lewis* —

AZ QUOTES

Confirmation Bias



Cardless

SPORT ENGLAND

speedo

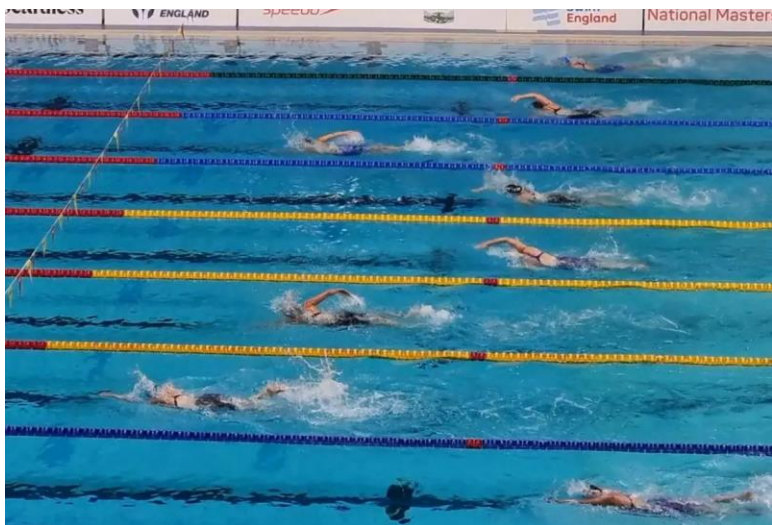
Sheffield City Council

Swim England

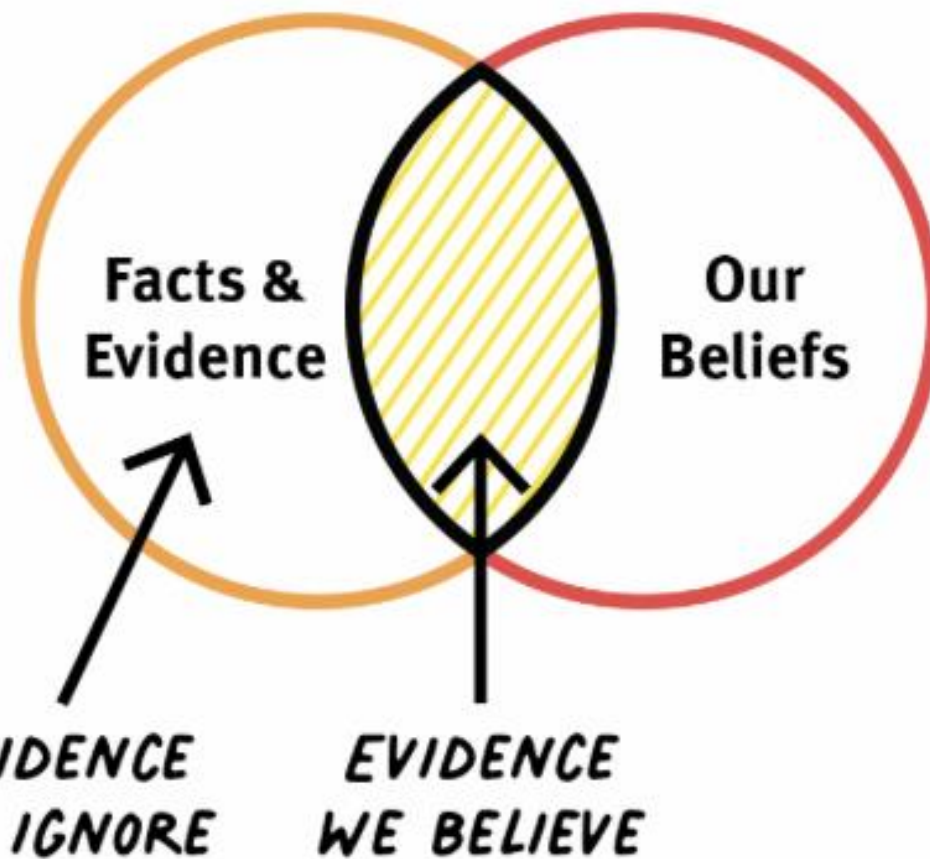
National Master

Sprinting.....





Confirmation Bias



12 COGNITIVE BIASES THAT ARE HOLDING YOU BACK

STATUS QUO BIAS 1

Preferring things to stay the same.

Example: Resisting new software because the old one feels more comfortable, even if the new one is better.

CONFIRMATION BIAS 2

Favoring information that supports our beliefs.

Example: Paying attention only to the people in a group who agree with us, and giving more weight to their opinions.

ANCHORING BIAS 3

Relying too much on the first piece of information.

Example: Mentioning your previous salary in a new job negotiation may influence the final offer even though the position could justify a higher salary.

SUNK COST FALLACY 12

Continuing to invest in something simply because we have already done it for a long time.

Example: Keep investing in a failing project to break-even or avoid acknowledging failure.

NEGATIVITY BIAS 11

Giving more weight to negative experiences.

Example: Being cynical and skeptical about innovations simply because they are new.

SELF-SERVING BIAS 10

Attributing successes to oneself and failures to external factors.

Example: Crediting personal hard work for success but blaming market conditions for a failure.

HALO EFFECT 9

Letting overall impressions influence specific judgments.

Example: Assuming a charismatic CEO is more competent and trustworthy, regardless of their track record.



By Benjamin Bargetzi

FRAMING EFFECT 8

Conclusions are influenced by how information is presented.

Example: More employees support a project with a '90% success rate' than one with a '10% failure rate'.

ATTRIBUTION ERROR 4

Attributing others' actions to their character, not circumstances.

Example: Thinking a colleague is lazy for missing a deadline without considering what may be going on at home for them.

GROUPTHINK 5

Conforming to the general opinion of the group over critical thinking out of fear of contradicting or being alienated.

Example: Agreeing with a risky investment just because the majority supports it.

HINDSIGHT BIAS 6

Overestimating how uncertain events were before they happened

Example: Claiming you 'knew it all along' after a successful product launch, despite initial uncertainty.

AVAILABILITY HEURISTIC 7

Judging events by how easily examples come to mind.

Example: Making disproportionate investments based on an overestimated likelihood of success.



Follow Benjamin Bargetzi for Neuroscience + Tech

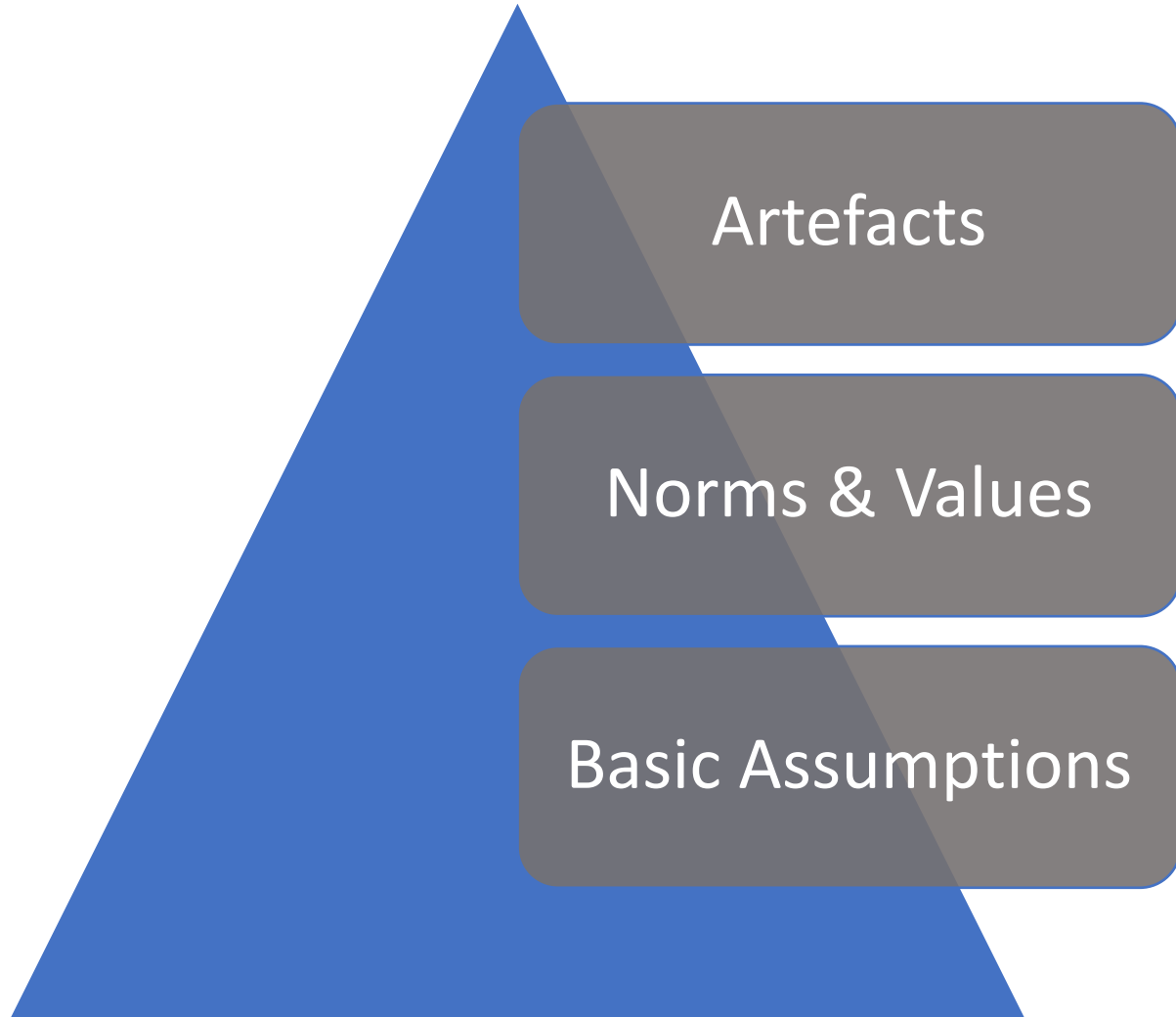
benjaminbargetzi.com

Status Quo Bias

Confirmation Bias

Group Think Bias

Edgar Schein – framework for organisational culture



Edgar Schein – framework for organisational culture



Artefacts

What do we see and feel when we walk into your school/MAT ?

Edgar Schein – framework for organisational culture



Norms & Values

How are things done here ?
Values – Behaviours?
Policies ? Processes ?

Edgar Schein – framework for organisational culture



Basic Assumptions

What you may not even realise, unconscious, taken for granted, always been this way.

Culture mapping

Artefacts

- Banners on rails up to entrance
- Entrance – mission , values
- Reception very professional
- Key messages in public areas
- Dining hall & spaces reinforce culture
- Classrooms are consistent by subject
- No clutter- books aren't piled up etc..
- Orderly movement around school



Norms & Values

- Inspiration / information - tell stories
- Consistency of Trust & academy message
- SLT on the blue line welcome start of day
- SLT visible – out of offices
- SLT get good outcomes, set the tone
- SLT never miss lessons
- Praise culture based on hard work not outcomes
- SLT communication of key messages (micro scripting and over communication)
- Weekly RAG processes Q of E
- Targeted recycled interventions
- Rigorous use of data
- Coaching used to improve teaching

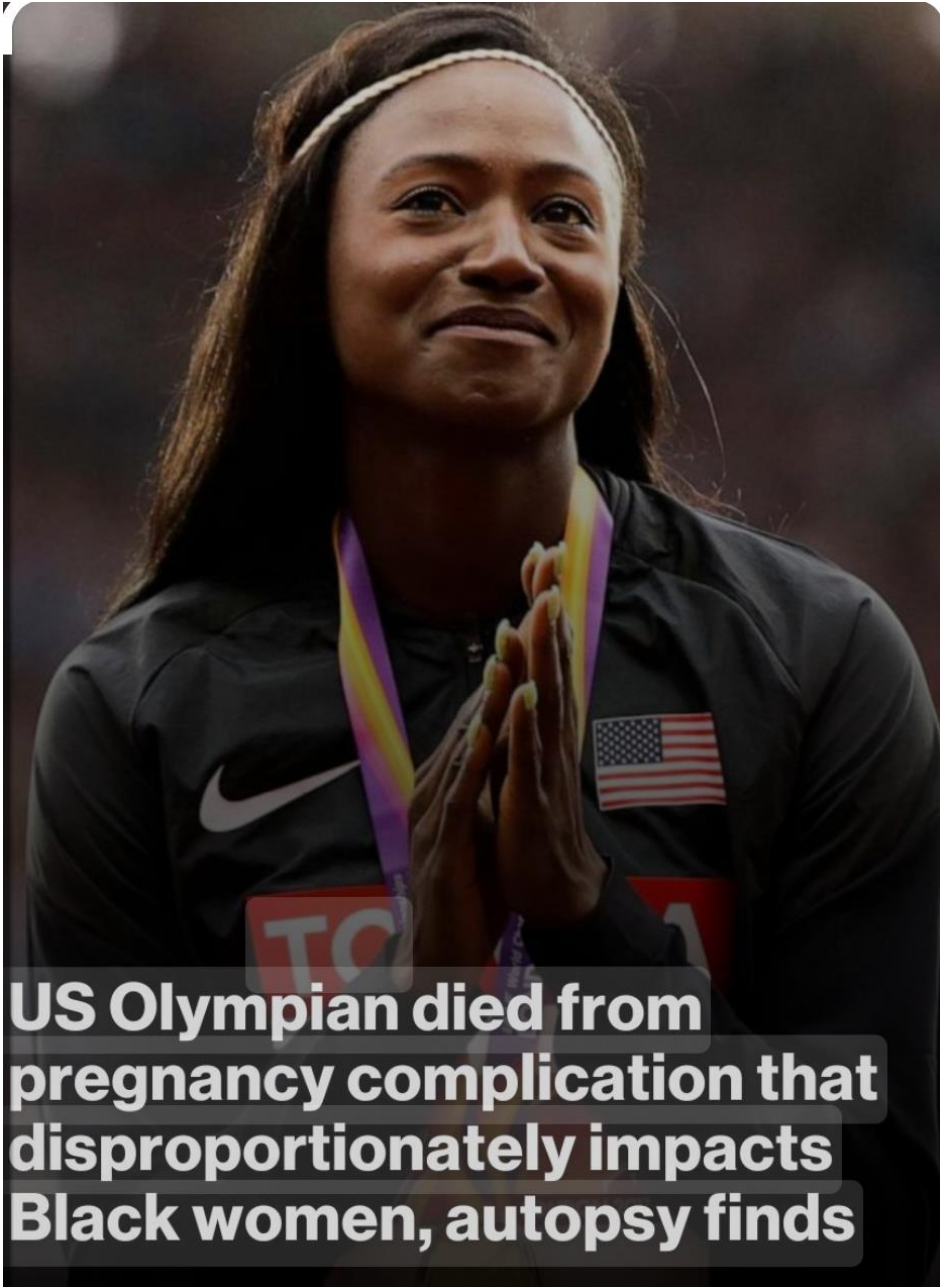


Basic assumptions

- Almost religious approach to SI
- We the North...
- Outcomes - attainment really matters
- English & Maths an equality issue
- Disruption to free learning
- Hard work from students and staff
- Why should our black students get a poorer education?
- Promotion from within
- Are new staff right for the mission?

Anthony Ray Hinton





US Olympian died from pregnancy complication that disproportionately impacts Black women, autopsy finds

In 2020- 2022 , the risk of maternal death of black women was also three times higher than for white women

Maternal mortality report by MbRACE – UK – NPEU

Strategy

1. BIAS exists, we are all affected, but the power imbalance has a disproportionate impact on underrepresented groups
2. Become more knowledgeable about BIAS and how it impacts your organisation
3. Take action, even it is small...measure impact and keep looking for signs of BIAS

5 Questions

1. Why do we exist?
2. How do we behave?
3. What should we do? **Culture**
4. How do we measure success?
5. What is important right now?



what
legacy
will
we
leave?