UNITED WESTMINSTER & GREY COAT FOUNDATION

United Westminster and Grey Coat Foundation

“Our exploration with AI”

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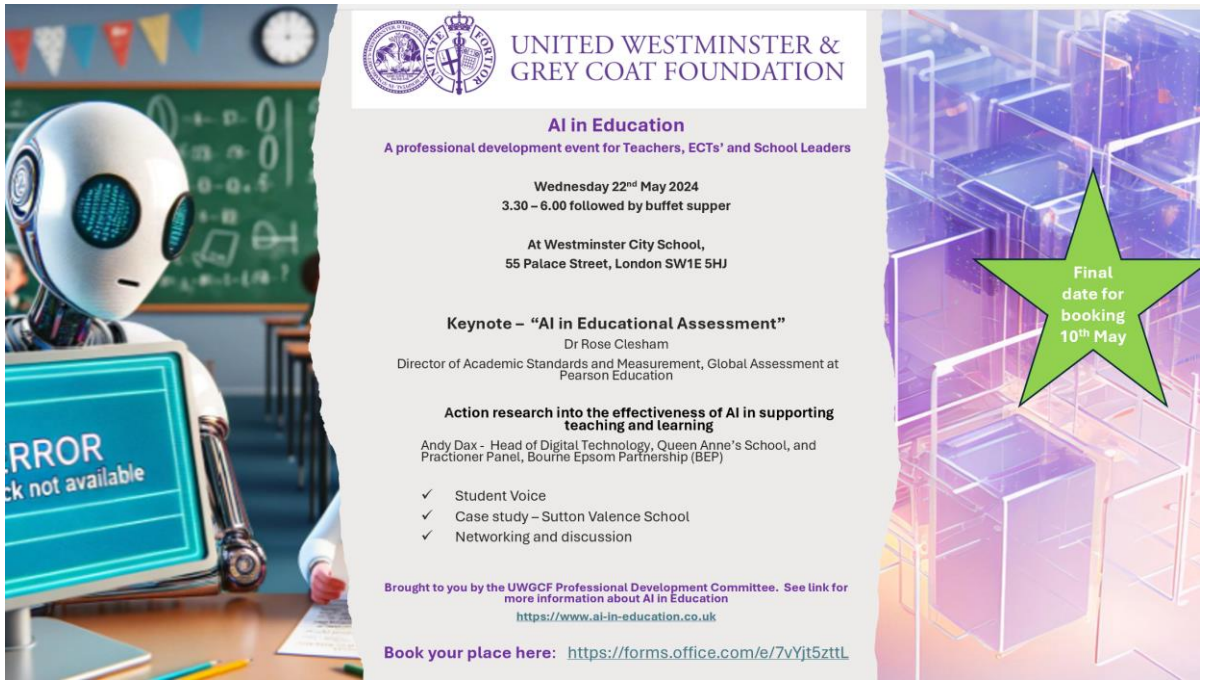
Foundation Director of HR

15th October 2024

UWGCF

- Established in the 15th Century
- We are Charitable Trust with three independent schools and two academies

Collaborative Professional Development



- Leadership coaching programme
- ECT collaborative programme
- Professional networks
- Themed events
  - Student well-being and mental health
  - EDI in the curriculum
  - AI in Education

Where are you?

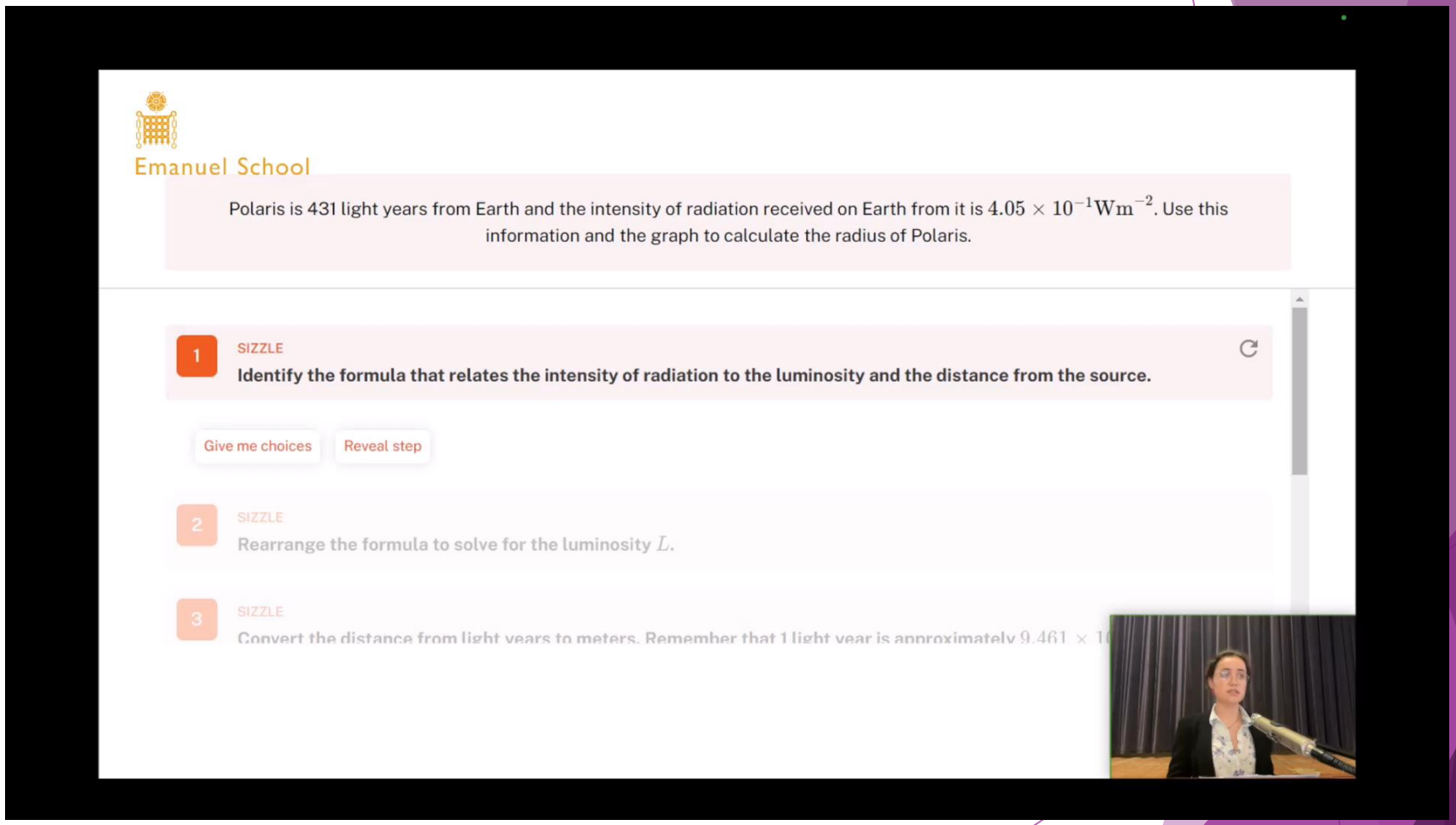
The Danger Zone	Not engaging, no policy, no strategy, the danger zone
	Policy in place but not really engaging
Learning and Engagement	Policy and strategy in place, staff and students, trained, monitored engagement
	Policy and strategy in place, staff and students trained, fully embedded practice across the school

At our AI event - what are the educators saying about AI in Education?

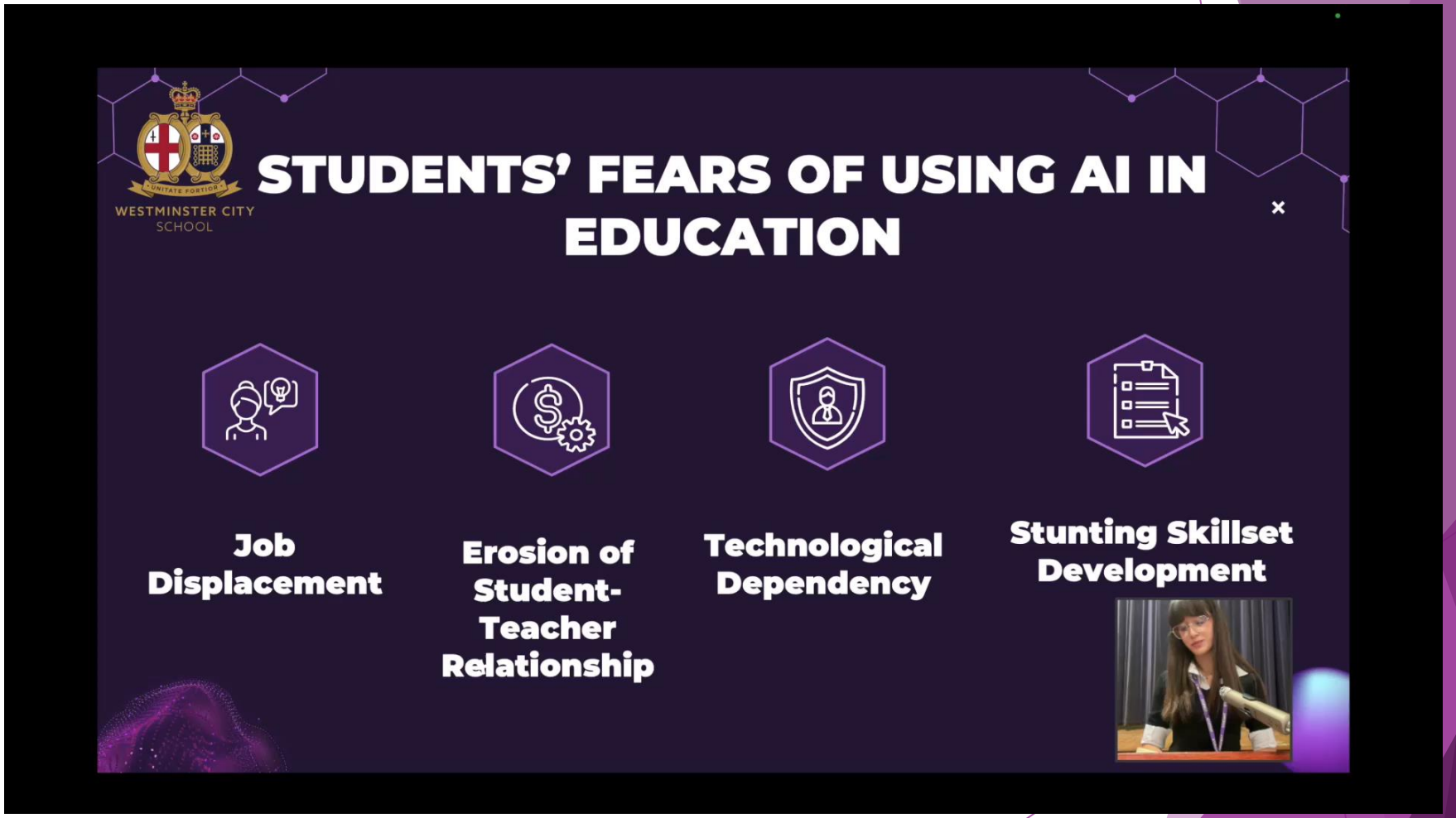
Risks	Gains and Benefits
Infantilising students (and staff)	Personalised tuition
Moral risk, not least through deep fake	Personalised formative assessment
Perceptions about cheating and dishonesty	Opportunities for AI facilities VR to enhance student experience in STEM, social science and humanity subjects
Lack of responsibility or answers to the question, “who is in charge”?	Enhanced opportunities for students to learn at in their own time and own way
Impact on Jobs	Increased efficiency of teacher’s preparation and delivery

Source: AI in Education

Student voice (1)



Student voice (2)



Teachers – in practice

- Setting student projects
- Experimentation with formative assessment
- Extending opportunities for student's learning
- Starting to see benefits in reducing workload
- Future thinking …. Teachers as facilitators …..
- What does this mean for changes to the workforce, deployment and the teacher contract?

Teacher clip

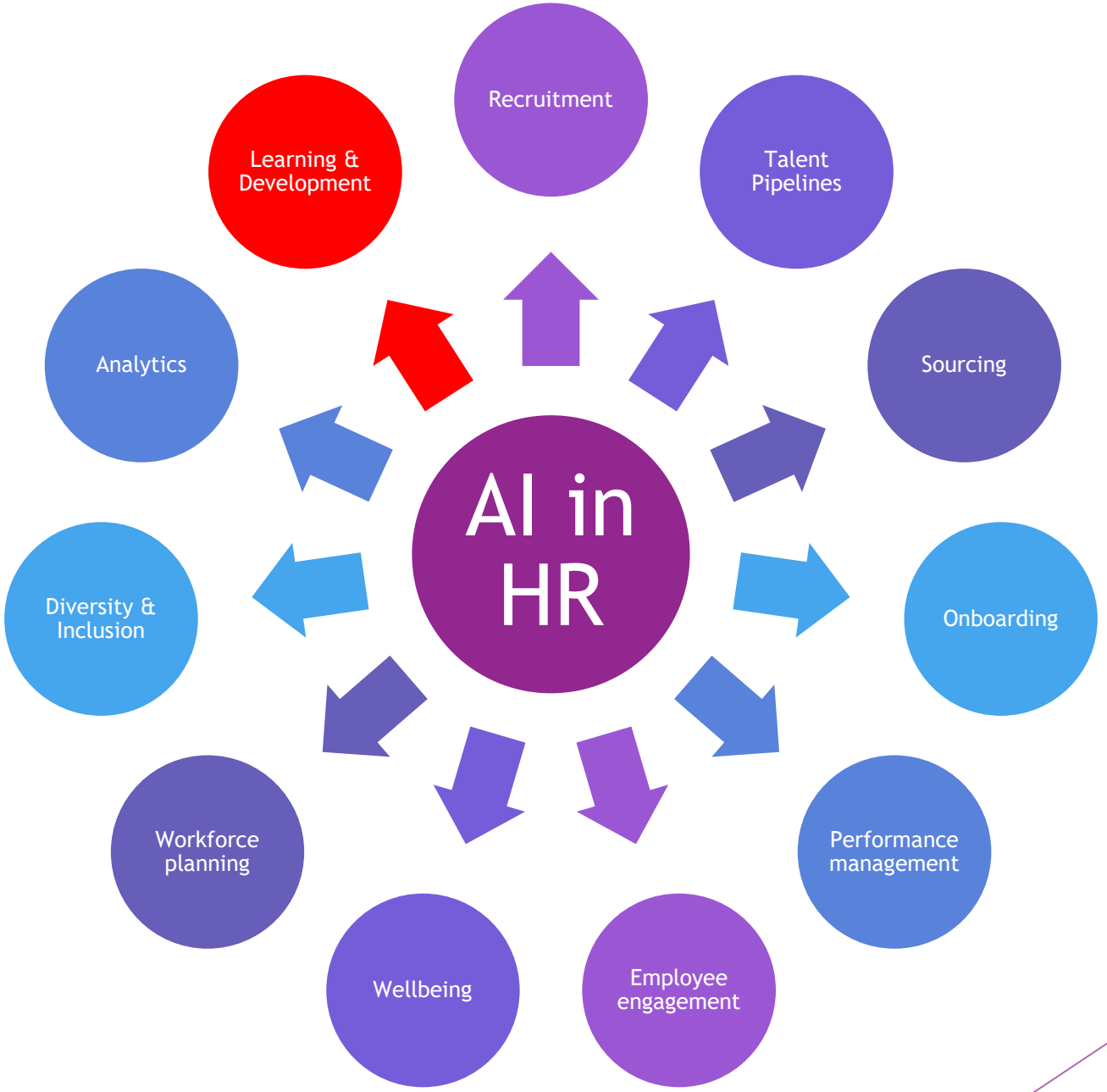
Protocol and policy

- Good practice protocols
- Ethical issues
- GDPR, Data Protection Compliance
- Policy

The seven principles of trustworthy AI, as outlined by the European Commission's High-Level Expert Group on Artificial Intelligence

1. Human Agency and Oversight
2. Technical Robustness and Safety
3. Privacy and Data Governance
4. Governance and Transparency
5. Diversity, non-discrimination and fairness
6. Societal and environmental wellbeing
7. Accountability

In our schools and trusts we may need a Trust Policy and HR AI Policy


AI in HR
Recruitment
Talent Pipelines
Sourcing
Onboarding
Performance management
Employee engagement
Wellbeing
Workforce planning
Diversity & Inclusion
Analytics
Learning & Development

Source: CIPD

AI in schools HR

Concerns about policy, ethics, GDBR, cyber security

Having a go! Policy development, comms, interview questions, policy statement

Example of online interview candidate using AI to help responding to questions

Chat Bot facility for employee Q&A

Regulation

- UK General Data Protection Regulation
- Data Protection Act 2018
- Equality Act 2010

- UK – patchwork of legislation
- Kings Speech "[The government] will seek to establish the appropriate legislation to place requirements on those working to develop the most powerful artificial intelligence models".
- In Europe – The European Artificial Intelligence Act – August 2024

Resources

- IBM - https://ibm.webcasts.com/viewer/event.jsp?ei=1630296&tp_key=12236640f2
- CIPD - https://www.cipd.org/uk/topics/artificial-intelligence-workplace/
- https://www.ai-in-education.co.uk/

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