

Diversity Working Party minutes

20.1.22

Present: Darren, Sarah Mc, Lorraine and Urmila

Apologies: Sue and Jo E

Diversity Working Party purpose

Aim:

To monitor and support the implementation of a diverse and multicultural curriculum and learning environment.

This will include...

- Looking for evidence of diversity in pupils' work and resources.
- Auditing the learning environment in terms of multicultural references.
- Liaising with the Church School Council to ensure the pupils' voice is heard.
- Implementing an action plan to raise the profile of diversity / multiculturalism.
- Exploring extra-curricular opportunities to promote diversity across the school.

Actions so far

Darren shared some of the things that have already been happening in school...

- Darren has attended 6 sessions run by BAMEed focusing on inclusion and diversity.
- Display in the foyer highlights diversity in different curriculum areas.
- New multicultural books can be found in the library and the box in the foyer.
- Windrush assembly / event was postponed due to Covid but will be rescheduled.
- Church School Council involved through initial discussions about diversity.
- Annual racism audit completed by the Headteacher and shared with the MAT.
- Multiple copies of key texts have been purchased for staff, including 'This Book Is Anti-Racist' and 'Black and British'.
- Extra-curricular clubs are monitored for inclusivity.
- Autumn term Collective Worship (Little People, Big Dreams) included a focus on people from diverse backgrounds.
- Focus on diversity has been communicated in school newsletters.
- Diversity Working Party set up, which includes teachers, TAs, governors, parents and pupils.

Further ideas

- Church School Council to be involved in auditing the learning environment for evidence of multiculturalism and diversity in resources and displays.
- Darren and Sarah to work together to conduct a simple survey to gain parental views, possibly using Survey Monkey.
- Urmila suggested having one language a week that classes use during registration to greet each other. Maybe teach other vocabulary such as “thank you” that week. This already happens in a less structured way but could be improved.
- Urmila suggested setting a whole school homework challenge to prepare a traditional meal / drink that reflects their own culture. Ingredients and recipes could be shared on ClassDojo alongside photos of the finished food item. It was agreed to consider this for the Easter holiday period. Darren will organise and produce a display to celebrate food from different cultures.
- Urmila suggested exploring different cultures through art and craft. She talked about the use of garlands and rangoli patterns. This will be discussed more in the summer term.
- Lorraine suggested including messages or proverbs from different cultures in school newsletters.
- Lorraine suggested asking staff members or parents to read traditional stories from their culture in assembly once a month. This would interest the children and they would be really excited to see their own culture represented. Staff like Iolanda, Becky, Kasia, Cristina and Vasile would be a good starting point for this. Darren to add this to the Collective Worship schedule next half term.
- There was discussion about extending the diversity focus into the Autumn term 2022 and exploring Christmas celebrations around the world as a whole school.



Next meeting: Tuesday 8th March 2022 in Classroom 1M