



Crookfur Primary School & Family Centre



Diversity Focus Group

Minute of Meetings

23/11/21 & 1/12/21

Welcome & apologies	<p>Sheena welcomed all parties to the meetings.</p> <p>Mrs Ferguson (P4/5 class teacher) also joined the meeting on 23/11/21 to share plans for the school's recognition of International Mother Tongue Day on Monday 21st Feb 2022.</p>	
International Mother Tongue Day (<i>R Ferguson</i>)	<p>Mrs Ferguson will lead a whole school international languages day. This will include a focus on mother tongue as well as cultural aspects. Some ideas for the celebration include:</p> <p>Children come dressed in the colours of a national flag, international buffet lunch in canteen, learn and perform a song in another language, learn a phrase e.g. a friendly welcome in another language, have some labels and signs across the school in multiple languages, table top displays etc.</p> <p>From discussion we agreed that it would be a good idea to include languages spoken by children and families in the school as well as British Sign Language. In addition we will seek to offer a role to parents e.g. perhaps they could read a dual language story to a class or group of children (Covid restrictions permitting)</p> <p>A display was also suggested that could grow e.g. a paper tree with phrases that could be added to.</p> <p>The group agreed this will be a very worthwhile, creative and inclusive experience for children which will help to celebrate diversity.</p>	
Actions	<p>Continue and finalise planning</p> <p>Communication for children and parents/carers to be issued</p> <p>Contact IMS for advice around BSL</p>	<p>RF</p> <p>RF/SMcG</p> <p>RF</p>
Sub group planning – Cost of the School Day	<p>This meeting was attended by Sheena, Vicky and Manjit 1/12/21</p> <p>We discussed the financial pressures that many families are facing in the current climate. There is an agreement that the work the school has already undertaken has been positive and we reflected on other steps that could be taken in order to develop this further.</p>	

	<p>It was agreed that a Sway presentation could be developed to distribute to parents/carers to highlight the supports in place within the school and to direct them to sources of advice and financial help e.g. ERC Money Advice & Rights Team.</p> <p>In addition, a Cost of the School day specific survey would be helpful in directing the areas of focus for the group. It is locally known that the cost of uniform is one of the main pressures on families but there are also considerations around the timing of school events e.g. photographer etc that would be useful to have feedback on.</p>	
Actions	<p>Send on ERC Poverty report</p> <p>Draft Sway presentation (using information on CoSD website and minute of Diversity Group meeting 26/10/21)</p> <p>Draft CoSD survey for parents/carers</p>	<p>SMcG MK SMcG</p>
Sub group planning – Cultural and Racial Diversity	<p>This meeting was attended by Sheena, Vicky, Manjit and Shagufta 1/12/21</p> <p>In this meeting we focused on two key areas:</p> <p><i>Cultural appreciation and recognition-</i> We have established our global cultural calendar which is included in teachers' planning folders so that important times for children are recognised appropriately in class/school. We agreed that school celebrations should be authentic and should reflect how families mark festivals at home. This is something that children could be involved in deciding and planning.</p> <p>We also agreed that the international day focus, planned by Mrs Ferguson, will be a really good opportunity for cultural celebration and appreciation.</p> <p><i>Responding to racism-</i> We will create a short life parent group who will work to create a parent/carer friendly guide to how incidences of racism are addressed in school. We feel this needs to be easy to access (available in a range of platforms/mediums) and jargon free. All parties recognised the importance of parent/carer voice in this piece of work.</p> <p>We also discussed how these messages are delivered through the curriculum and finding daily opportunities to explore thoughts, feelings and vocabulary which can help children appreciate where racism (conscious or unconscious) can exist and can therefore be challenged.</p>	
Actions	<p>International Mother Tongue Day (as above)</p> <p>Global Festival Calendar to be finalised and added to staff plans</p> <p>Establish pupil focus groups to plan for cultural celebrations</p> <p>Arrange parent discussion group to finalise guide to responding to racism in school</p>	<p>RF SN/SMcG SN/SMcG SN</p>

Sub group planning –	This meeting was attended by Sheena, Vicky, Manjit, Shagufta, Veronica, Jill, Denny and Pavithra 1/12/21	
LGBT Inclusive Practice	We discussed the Scottish Government guidance issued around LGBT inclusive practice. We agreed that our school should focus on inclusion and recognising, valuing and supporting different family set ups. This can include same sex couples, single parent families and blended families as well as children who have been adopted or who are looked after by carers.	
Gender Balance	<p>All parties agreed that it is important that all children and families feel that their lived experience is represented in the school. We are aware that some parents may feel that they need more information so as not to confuse their children or to come into conflict with their own beliefs.</p> <p>The focus of the group will be to support the school to raise awareness and understanding within the school community through having conversations to normalise situations, promoting inclusive language and to introduce gentle change.</p> <p>It was agreed that professional development for staff would be beneficial as well as information sessions for parents/carers to find out more.</p> <p>Jill advised that LGBT Youth Scotland have very good resource materials for school which could be accessed and that they are very willing to support schools on their improvement journey. Sheena will contact them.</p>	
Actions	<p>Arrange staff development session (possibly LGBT Youth Scotland or Stonewall)</p> <p>Arrange purchase of LGBT inclusive resources for school and FC e.g. story books</p> <p>Arrange parent/carers information session (possibly LGBT Youth Scotland or Stonewall, planned Feb curriculum evening 22/2/22)</p>	<p>SMcG</p> <p>SMcG</p> <p>SMcG</p>
Equalities Policy - Connect	<p>The adapted Equalities and Fairness Policy for the Parent Council was accepted by the group. This is based on Connect guidance and sufficiently captures the aims and rationale of the Parent Council in ensuring equality and fairness.</p> <p>A copy will be posted on the school website and included in the school handbook.</p>	
Actions	<p>Upload copy of policy to school website</p> <p>Include reference to equality and fairness policy in school handbook</p>	<p>SMcG</p> <p>SMcG</p>
School House System & Vision/Values refresh	<p>We discussed having a consultation on changing the School House System to challenge long established House names, which we agreed have limited relevance to the children and do not fully reflect the diversity of our school. Children associate their house with the colour far more than the house names (named after Scots of historical significance).</p>	

	<p>Mr McMillan will coordinate a survey. He has discussed with the House Captains who have suggested local landmarks e.g. parks, Scottish mountains, lochs or mythical creatures as potential alternatives.</p> <p>In addition to this, a whole school consultation will be carried out to refresh our school vision and values. With the backdrop of Covid, introduction of the Family Centre and our increasing school roll, it is important to regularly review the school's vision and values to ensure that they are reflective of the school's unique circumstances and their shared understanding is reflected in our Crookfur community. A survey will be issued to staff, pupils and parents. Some focus groups will also be held to discuss any suggested changes. It is hoped that this can be launched in the new year.</p>	
Actions	<p>Undertake whole school consultation for revisions to House System</p> <p>Carry out consultation on school vision and values with parents/carers, staff and children</p>	<p>AM</p> <p>SMcG</p>
AOCB	<p>Supporting and representing neurodiversity and children with additional support needs.</p> <p>As this is a vast area of interest, it was suggested that a separate sub group be established to take forward this area of diversity. Sheena will raise with Parent Council at their next meeting.</p>	
Date of next meeting	12/01/22	