



## Our Lady of the Missions Primary School

Community Group	Members	School Improvement Plan Priority -
<b>Diversity &amp; Equality Team</b>	Lucy Jackson – Acting PT Najma Abbas – Bilingual Support Andrew Harris – Class Teacher Jane Ford – Parent Claire Coburn – Parent Council Catherine Dillon-Ruddy – HT (apologies) Nicola Cochrane – PT (apologies) Stacy Nzoka – Parent (apologies) Bushra Riaz – Parent (apologies)	Ensure Diversity is celebrated throughout the School Community... - OLM S.I.P. 2020-2021 -
Date of meeting	Venue	Time
<b>28<sup>th</sup> April</b>	<b>Zoom – Online</b>	<b>1330 – 1430</b>

### Agenda

1. Welcome / Overview
2. Previous Meeting Recap:
3. OLM Update – **Lucy Jackson**
4. Parent Council Equality Survey (Purpose & Results) – **Claire Coburn**
5. Parent Forum: Organisation & Discussion

### Minutes

#### Welcome

Apologies: Meetings have resulted in staff & parents being unable to attend.

#### Previous Meeting Recap

- “How to engage our School Community in Diversity & Equality, and why this is so important” Stacy Nzoka
- OLM Curriculum Rationale
- OLM Update (Cooking Challenge, OLM Says Hello, etc)
- Final Term *Discussion*

#### OLM Update: Lucy Jackson

##### Curriculum & Whole School Policy

##### A TWO-TIERED APPROACH

- As parents, families, a society – we are all at different places with this issue. The key foundation that we share is a desire for us to jump into this together, in order to bring about lasting change
- We all support and believe in a two-tiered approach in order to achieve success:
  - Celebrating various events to promote fun & engagement (e.g. cooking challenge, OLM says Hello, etc.)
  - Embedding diverse learning in the curriculum (e.g. diverse literature, social studies topics, etc.
- This is an area of ongoing development and we recognise the importance of teamwork, parental involvement and collaboration from all if we are going to see change.

##### UPDATED CURRICULUM RATIONALE

- Where we have utilised the research and feedback to prioritise ‘de-colonising’ our curriculum and ensuring a wider and increasingly diverse range of authors, topics and research opportunities are available for our pupils

##### SCHOOL IMPROVEMENT PLAN PRIORITIES 2021-2022

- Our Improvement Plan documentation has been updated to reflect the priorities identified and discussed this year including;
  - Development of Parental Partnerships through drop in sessions, Parent Forums, Diversity & Equality Team, targeted activities e.g. book clubs

- Building upon and extending issues addressed to include; Cost of the School Day approaches, ASN, etc
- Prioritising Diversity Champion Pupil Groups & Continuation of school wide initiatives.

### School Wide Events

- Whole School Survey
- OLM's Around the World Cooking Challenge
- OLM says Hello
- We Are OLM

### Diversity & Equality Team

- Monthly Meetings
- Dialogue & Discussion is public & Information is shared through website, twitter & newsletter
- Growing in members...  
Increased representation
- Opportunity for touching base, sharing perspectives, providing feedback, etc.

### Parental Engagement & Feedback

- Celebrating Culture, Diversity & Faith (Whole School Form) completed by 350 families - **January 2021**
- First Diversity & Equality Team Meeting - **10th February 2021**
- "How to engage our School Community in Diversity & Equality, and why this is so important" Stacy Nzoka **17th March 2021**
- Parent Council Survey - **April 2021**
- Monthly Newsletter Updates (**January - present**)
- Phone Meetings & Conversations (1:1 Parents w/SMT - **ongoing**)
- Parent Forum - *May 26th?*

### Parent Council Equality Survey

- *See Presentation Slides (website)*
- *Feedback from Newsletter very low*
- *Signification increase in results after WhatsApp Group texts going round*

### *For Discussion*

- *PSA & Parent Council to prioritise wider networking with families*
- *Positive response to a virtual meeting*
- *That we as a team determine our own role in supporting communication across the school around a range of issues.*
- *ASN component evident in Diversity & Equality initial work*
- *We recognise overlap in the responses perspectives and points of view.*
- *This is a good way to give a first insight to our families and parents about the work that's being done.*
- *We are building momentum, and a safe space for families to share and give perspective and feedback.*

### Parent Forum

- Wednesday 26<sup>th</sup> April @7.30pm
- Opportunity for visibility for what is happening.
- Hook to get others involved and receive feedback. We're beginning a chain reaction, smaller events that will one day lead to something bigger.
- Separate the session into two halves potentially: Celebrating Culture, Language & Faith & ASN
- Bigger picture is important but we want this to be targeted so that it is relevant for the parents who come along.
- It's about communicating shared perspectives, sharing our own stories.
- Ask Bushra to speak about her experiences getting involved to date, and some of the ways she has seen impact (e.g. prayer spaces in high school).
- Keep discussion questions as open as possible. Give parents opportunity to say and ask questions.

### General Summary Report/Points for action/Next steps

- L.Jackson to send email & Share presentation/meeting minutes
- Schedule in Parent Forum: May 26<sup>th</sup> @7.30pm – share this with school community.
- All members welcome to invite friends/parents along to Parent Forum
- L. Jackson to speak w/B.Riaz regarding upcoming parent forum. Further to create agenda for discussion and sharing time and send this around team.
- Team to give united feedback on Diversity & Equality Forum

**Next Meeting:** Diversity & Equality Team meet @7.10pm. Parent Forum @7.30pm on Wednesday 26<sup>th</sup> May