

E&D Committee Meeting Minutes.

Date of meeting: 28th April 2022

Present:

Mr Walsh Headteacher
Debbie
BK
FP
BN
TO
LP
DT
KW

Apologies:

LS, SM

Agenda:

To remind everyone of the purpose of the group.

To review the data from last half term.

To continue our work on the use of the word "gay" as "banter" or a "jokey insult."

The purpose of the group:

This committee is going to play an integral role in trying to reduce all forms of discrimination to zero and help to make St Philip's the kindest and fairest school it can be.

Mr Walsh reminded the group why he has chosen the specific members he has chosen. They all represent groups who may be in the minority within the school community and are young people who demonstrate through their behaviours and conduct in school that they can be trusted with such an important role.

Rules:

We agreed the following rules:

- Respect everyone's views and opinions, this must feel like a safe place to talk.

- Some things may need to be kept confidential and this must be respected.
- Do not use other student's names when talking about an incident.
- Be respectful of the age difference within the group and use appropriate language accordingly.

Mr Walsh shared with the group, that last half term there were more racist incidents than homophobic.

The group voted unanimously to pause our work on the use of the word "gay" as an insult and to look more closely at the racist incidents from last half term.

Mr Walsh shared the nature of the incidents while keeping specific names anonymous.

We concluded that the majority of incidents were not necessarily intended to be hurtful but showed a real lack of understanding.

The group concluded that much like the discussion at the last meeting, we need to educate everyone on what words are offensive and why we don't want to hear them.

We agreed we will put together a "room 101" style assembly where we agree as a school community what words we never want to hear in school, being used in a derogatory way. We agreed that everyone could come up with a word for our next meeting and this could be added to a PowerPoint presentation.

AOB

There was no AOB

Next Meeting: TBC