

## E&D Committee Meeting Minutes.

Date of meeting: 13<sup>th</sup> January 2023

### Present:

Mr Walsh	Headteacher
Debbie Battle	DSL
SNJ	
TP	
EBL	
FH	
SM	
LF	
SL	
OO	

### Apologies:

DP and KJH

### Agenda:

To welcome and introduce new members of the E&D committee.  
To remind everyone of the purpose of the group and refer to our one to one meetings and assembly.  
To agree a set of rules for the group.

### The purpose of the group:

Mr Walsh reminded the group why they are here. This group was set up one year ago following the findings of a working party (Creating an actively anti-racist culture) and in response to nationwide issues involving different forms of discrimination.

This committee plays 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.

### What is already in place:

Mr Walsh explained some of the measures that are already in place.

We have log books to record racist, homophobic or sexualized behaviour incidents. It will be the job of the committee moving forward to agree a set of appropriate sanctions when such behaviours take place.

Mr Walsh reminded the committee of where the red boxes are and what they are for. We will review the notes in the boxes as a part of this meeting.

### Red Boxes

There were two notes in the red boxes for Term 1.

Both notes referred to incidents where one student had sworn at another student on the playground. We agreed that this was unkind behaviour but not discrimination.

### Incidents

One KS4 student reported that a year 11 student has been using racist language. We talked about the incident after the meeting and it was something that senior leadership were already aware of and are working on with that student.

Another KS4 student reported that a derogatory comment had been made towards another student who was wearing a rainbow sticker. She confirmed that she challenged this behaviour and reported it and it has not happened again since.

Next Meeting: Thursday 9<sup>th</sup> February @ 9am