

## E&D Committee Meeting Minutes.

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

### Present:

Mr Walsh	Headteacher
Debbie Battle	DSL
TP	
SNJ	
TP	
LH	
RH	
CB	
RA	

### Apologies:

DS, YT, EM, and AMC

### 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 assembly.  
To agree a set of rules for the group  
Any other business

### The purpose of the group:

Mr Walsh reminded the group why they are here. This group was set up over two years 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.

T explained that the Pride festival they attended last year was good and a great outcome of the E&D committee.

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.

Mr Walsh shared the targets from the Equality and Diversity statement on the school website and talked about some of the developments planned for this year.

### Actions

We need signs to tell everyone what the red boxes are for.

Mr Walsh to remind everyone in assembly in January

Next Meeting: Wednesday 31<sup>st</sup> January 2024 @ 9am