

E&D Committee Meeting Minutes.

Date of meeting: 31st January 2024

Present:

Mr Walsh	Headteacher
Clare Malston	Assistant Head
EM	
TP	
LH	
RH	
AMC	
CA	

Apologies:

DS, YT, TP, SNJ

Agenda:

To recap the rules for the group

To look at the AfC anti-racism pledge and agree where we are as a school.

Any concerns arising.

Any other business

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 students' names when talking about an incident.
- Be respectful of the age difference within the group and use appropriate language accordingly.

AfC Anti-racism pledge.

Mr Walsh explained what the pledge is:

"The pledge is not a list of things to do, it is a steer on how we approach the work, and what our aims and goals are for all our communities. Sharing about what are doing towards racial justice, honestly and openly, talking

about the successes and the challenges and being respectful of each other's opinions is a cornerstone of the work in Kingston and Richmond."

We talked about two of the pledges and how we are doing in school. We agreed that there are safe places to have safe discussions about topics. The group identified Mr Walsh's office, Ms Clements office and student support as places they go for 'safe' discussions.

Pledge number two relates to a senior management team who are able to lead on social justice. Students felt that the SLT at school are very approachable and work hard to make school a fair place. We had a lengthy discussion around why swearing is not something you would report directly to Mr Walsh, but racism, sexism or homophobic language is.

We also talked about the difference between someone being racist vs ignorant and how important educating people is.

Next Meeting: Wednesday 20th March 2024 @ 9am

Anti-racist pledge

As a group of schools in the Kingston and Richmond boroughs, we commit to the following actions.

