



Meeting of The Thomas Alleyne Academy Diversity Working Group

Date: Thursday 23rd November 2023

In attendance: Matt Cox, Kelly Burke, Jade Tomlins, Ewelina O'Donnell, Katie Bailey, Jacqueline Humberstone

Agenda:

- I. Welcome and introduction to Diversity Group – Determine future meeting dates***
- II. Outline of progress so far in school on Diversity issues***
- III. Next steps targets – Equalities Award, Cultural Day, LGBTQ in curriculum, EDI Policy***
- IV. Increasing student engagement in EDI***
- V. AOB***

Meeting Minutes

MCX welcomed all members to the group. Rationale of group explained – To provide a voice for all areas of diversity within school community. Each staff member has a particular area of interest/specialism and is encouraged to raise awareness of issues concerning those groups.

Agreed that future meetings will alternate between Mondays and Thursdays due to best availability

MCX outlined key successes of Diversity Group from last year; Misogyny sessions designed and delivered to all students, Trans policy created, approved and implemented. Both arising from Diversity Group discussions last year.

MCX outlined current work in progress. Equalities Award – MCX asked group to contribute any evidence they may have/be aware of to support in this process.

Cultural Day – Date and format to be determined. Summer date most likely. Initial steps - MCX asked for group to reach out to community groups and links they may have who may come into school to promote and support the event. KBE suggested a church group she is aware of. EOL suggested a Polish school. All member to try and reach out and bring ideas/contacts to next meeting. JTS and KBY mentioned that Northampton Academy and Roebuck Academy had hosted Cultural Days. MCX to make contact and discuss planning/communication with these schools to help with TAA planning.

LGBTQ in the curriculum – MCX explained he has secured a Curriculum Leaders session to present ideas for incorporating LGBTQ into the curriculum, similar to the work conducted around anti-racism. Group asked to consider ways that LGBTQ can be incorporated into their subject and send ideas to MCX to be shared with Curriculum Leaders in this meeting. JTS and KBE discussed various books (Poet X, Thursday's Child, Alice Osman series/graphic novels) and how these may be incorporated into English/Reading lessons.

JTS also raised Disability Awareness month as an area that the school has not done much to recognise. Noted and will be discussed in time for next year. This sparked some discussion around accessibility around school site. KBY said school is aware of issues and a member of staff is working on this, but age of site and budget limitations make this a difficult situation to resolve quickly.

Actions agreed:

- 1. MCX to contact Northamptonshire Academy and Roebuck Academy to discuss Cultural Day planning. Will report back in next meeting***
- 2. MCX and KBY to discuss Cultural day with SLT and determine best date and parameters for structure of the day.***
- 3. All staff in the group to research LGBTQ links to subject areas and send ideas to MCX***
- 4. All staff to reach out to/search for community groups to invite to Cultural Day and bring ideas to next meeting.***