



Meeting of The Thomas Alleyne Academy Diversity Working Group

Date: Wednesday 2nd October 2024

In attendance:

Matt Cox, Jade Tomlins, Carol Hayman, Susan Leone-Kenneally, Ewelina O'Donnell, Maria Araba

Agenda:

- I. Welcome**
- II. 2023/24 review**
- III. 2024/25 priorities**
- IV. Disability History Month**

Minutes

MCX welcomed all and thanked for their time and commitment to volunteer for the group.

2023/24 review – Culture Day was a positive experience for students and staff and we have the opportunity to build on this to make it bigger for this coming year.

Suggestions to consider in future meeting were;

Embedding more into the school day

Find ways to engage more families and staff in the events

Link with International languages (International Day of Languages 26th September – to be added to calendar for next year?) – EOL to use contacts and resources to propose a plan for promoting languages along with the Culture Day

Structure of the day – Consider arrangements for more cultural learning to take place (quizzes/facts etc) - Suggestion to make quiz questions a prerequisite before sampling food. Offer prizes for students/families who show most knowledge of a range of cultures

Embed cross-curricular links to embed the day into the curriculum areas more and give more ownership to departments

Fashion showcase, Dance showcase (Zara Richards to support with dance classes prior to event?)

TASA support in setting up tables, decorations etc.

Relaxing/changing of rules around appropriate clothing for the day – international colours included, still no sports shirts

Plan for Sports Hall to be back-up venue as more space than Main Hall

2024/25 priorities

Engagement of families and students in diversity work

Disabled representation

Group asked to research/consider other key dates for recognition – MAA suggested World Sickle Cell Day (19th June). Noted and will be planned for later in the year

Disability History month

Dates for Disability history Month are 14th November – 20th December

Create a display (CHN suggested board in C Block) with information about hidden disabilities. Anonymous staff may contribute their experiences to raise awareness

Form time activity linked to Hidden disabilities

Guest speaker – MCX to check with DLT about a contact who is registered blind. Also check with SCN if she would be comfortable contributing

Group to send any other ideas/resources to MCX

JTS to check Votes for Schools for a discussion linked to disability to incorporate into these plans. Group also discussed when Votes for Schools activities are most beneficial and suggested moving from Monday to a later day may help, especially as some relevant resources are only released on Friday, limiting staff ability to prepare. JTS flagged the issue around Appropriation discussion, with members of staff not feeling fully confident/comfortable in hosting discussions on this topic.

Next meeting will take place early December (Post mocks, pre Christmas. Date TBC). Focus of next meeting will be Culture Day 2025 – Group asked to bring ideas of activities, groups etc. to the meeting for discussion to enable plans to be presented and approved by SLT in good time

Actions

- 1. EOL to link with Joanna, SCA about International Languages activities and assembly and bring ideas to next meeting*
- 2. Whole Group to look for ideas related to disability and to share these with MCX at earliest opportunity to embed in this year's plans*
- 3. Whole Group to consider activities and links for Culture Day for discussion at next meeting*
- 4. JTS to find Votes for Schools discussion activity linked to disability*