





Hampshire  
County Council

Improvement and  
Advisory Service

# Inclusion and Diversity Partnership Staff Meeting

29 January 2025

Catherine Redgrave, Kirstie-Anne  
Sangway, Minnie Moore  
[belonging@hants.gov.uk](mailto:belonging@hants.gov.uk)



# Lived Experience: Tijhs Jordan, Frances Akinde



Please read the extract from the transcript attached to the email.

# The Equality Act 2010

## Protected characteristics

The Act uses the term “protected characteristics” to refer to aspects of a person’s identity. Treating a person less favourably because they have one or more of these characteristics would be unlawful.

The protected characteristics are:

**Age**

**Disability**

**Gender reassignment**

**Marriage and civil partnership**

**Pregnancy and maternity**

**Race**

**Religion or belief**

**Sex**

**Sexual orientation**



Which are high profile  
and low profile in your  
community?

# Equality Act statutory duties – due regard and adequate provision



**Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010**, by removing or minimising disadvantages suffered by people due to their protected characteristic.

**Advance equality of opportunity between people who share a protected characteristic and people who do not**, by taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

**Foster good relations across all protected characteristics - between people who share a protected characteristic and people who do not**, by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

# What does equality mean for you in your own context?

- Does your vision of equality leave any member of the school community vulnerable or unprotected?
- How do you communicate your vision of equality within your school context?
- How do you communicate your vision for equality beyond the school context?
- How do your stakeholders experience your vision of equality? How do you know?



# Beyond Equality to Belonging.....

- An affinity for a place or situation
- A feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group because they welcome you and accept you.
- It's often associated with feelings of acceptance, affiliation, attachment, and connection
- A sense of belonging is considered one of humanity's most basic needs
- It's about the ties that bind us to places and to each other



# School discussion:

What does a sense of belonging mean to you?

What are the strategies you have used / experienced to make someone feel included?



# Self-Evaluation framework



- There is a shared understanding from staff of how a sense of place and belonging can impact on a sense of identity and contribute towards a positive sense of wellbeing.
- All staff and pupils report a sense of place and belonging through feedback and survey mechanisms.
- There are clear processes in school for eliciting staff, parent and pupil views and finding out about their experiences, **ensuring that people feel included and valued, and know what actions they can take if they feel marginalised or experience discrimination.**
- All pupils and staff feel safe, aspirational, accepted for who they are and able to express their identity appropriately.
- The ethos, environment and curriculum in the school **reflects and engages with the wider school community.**

# Cultural Competency



**Cultural competence is the ability to understand, communicate with, and effectively interact with people from different cultural backgrounds**

- Awareness: Recognising your own cultural biases and perspectives.
- Knowledge: Learning about different cultures, including their values, beliefs, and practices.
- Skills: Developing the ability to communicate effectively and empathetically with people from different cultural backgrounds.

# Parents/Carers



- Long term change needs to involve parents as partners and co-collaborators
- Knowledge base to contribute to class learning and curriculum
- Help to deepen understanding of the local community context
- All parents need to hear positive feedback
- Need to be open to parents' views and input
- Increase sense of belonging for the child and parents will feel seen and included



# Parental Engagement

- Ensure parents feel valued
- Ensure parents feel represented
- Promote pupil wellbeing by building relationships with families
- Ensure that no one group occludes the voices of others
- Establish a culture where parents feel that they are treated with respect

# Fairfields Primary School case study



FAIRFIELDS PRIMARY SCHOOL

[Home](#)

[Governors](#)

[Parents](#)

[Pupil Pages](#)

[Key Information](#)



# School discussion:

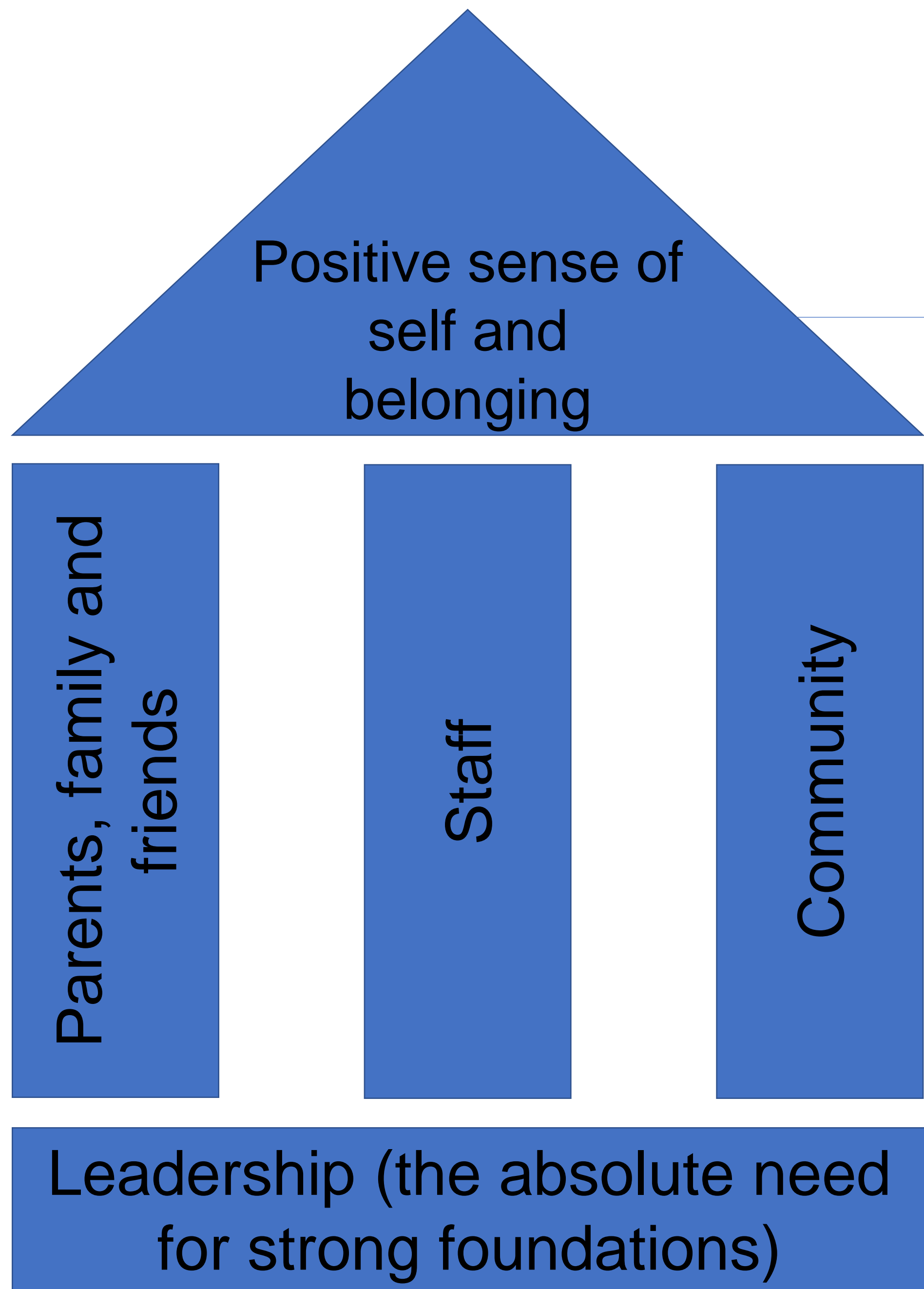
How do you engage your parent/carer community in the school vision for equality and diversity?



How do you engage your parent/carer community in the school vision for equality and diversity?

**8. Engaging with parents and carers**

What are we aiming for?	What have we identified as strengths?	How do we know? (Evidence?)
Parents and carers are actively encouraged to engage in all aspects of school life.		
Parents and carers are informed of the approach the school is taking to promote equality and are clear on the school's position relating to the duty of the school as defined by the Equality Act 2010.		
There are appropriate and accessible mechanisms in place to capture and respond to feedback and concerns from parents and carers.		
The school has successfully targeted and engaged marginalised and/or 'hard to reach' parents and carers.		
All parents/carers receive information in appropriate and accessible forms.		
		<b>Areas for development?</b>



An overarching aim for all children

Building bricks to belonging



# Islam Jalaita – Community cohesion officer Basingstoke district council



# School discussion:

What are the current frameworks in place for engaging with the wider community?



# The IDP Commitment

*Through a focus on equality and diversity, schools and settings will develop further into places where people genuinely feel that they belong and, as a result, they will develop a strong and positive sense of self and an appreciation of their own and others' uniqueness and identity.*

*Ultimately, this will impact on wider society as the children and young people in our schools today will grow into tomorrow's adults. The partnership aims to shape children and develop critical thinking, skilling children up to challenge and confront prejudice, discrimination, and racism, in order for our communities to become inclusive in the broadest sense.*



# St Mark's CofE Primary School – Growing and Learning Together In God's Love

## St Mark's CofE Primary School

Growing and Learning Together In God's Love

01256 346 111

RG22 4US

Email Us

Facebook



- Home
- Online Forms
- Events & Info
- Ethos
- Curriculum
- Statutory
- Pupils
- Parents
- Governors
- Safeguarding
- Farm




Our children become "Agents of Change", and make our world a better place.

A huge welcome to St Mark's has a strong Christian ethos, brilliant staff and a supportive community. Our four Christian values inform all that we do, resulting in a high quality of education for pupils at all levels. We are keen to "Grow and learn together in love". Our learning behaviours and HeartSmart "High Quality Learning" ensure we learn well and be emotionally strong and resilient, too.

We are pleased that Ofsted recognised our great work, validating our judgement of being a 'Good' school in November 2023. Read more [here](#). In July 2019, SIAMs judged our school as 'Excellent', noting that "The vision shapes this exceptionally caring and compassionate school community."

# Hampshire Inspection and Advisory Service Moodles



 <p>Leadership</p>	 <p>Innovation</p>	 <p>Assessment</p>	 <p>Art</p>	 <p>Design and Technology</p>	 <p>Special Educational Needs (SEN)</p>
 <p>Ethnic Minority and Travellers Achievement Service (EMTAS)</p>	 <p>Inclusion and Diversity (inc. RADE)</p>	 <p>Tackling Educational Disadvantage (TED)</p>	 <p>School Library Service (SLS)</p>	 <p>Early Career Teachers</p>	 <p>Modern Foreign Languages</p>

# School discussion:

How are you living and breathing your school's commitment?

How are you making your school's commitment known to your children, families and community?

# Save the dates...

Hot topic discussion (HTs)

Difficult conversations with parents

**11 February 2025, 10:00 – 10:50**

**[Join the meeting](#)**

Next big staff meeting

**4 June 2025, 15:45 – 17:00**



# Hampshire Prejudicial Language and Behaviour Virtual Briefings

You are invited to attend a virtual, one hour meeting, to explore the headlines from the PLAB data across the county and network with colleagues. The briefing will be repeated on three separate occasions so please **complete the booking form** (link below) and select a date that is convenient for you.

- **Thursday 13<sup>th</sup> February 3:45-4:45pm**
- **Tuesday 25<sup>th</sup> February 3:45-4:45pm**
- **Wednesday 26<sup>th</sup> February 3:45-4:45pm**



<https://forms.office.com/e/KY88Cu768A>



# Let's talk about ... LGBT+

As part of the county Inclusion and Diversity Partnership work EPS and HIAS the second session of **Let's talk about ...** is taking place next month. It is for all staff, including school leaders to hear about the lived experiences directly from individuals, with a protected characteristic, working in Hampshire schools and their experiences of working in education.

This session will be '**Let's talk about LGBT+**' and will be held on **27 February 2025 at 4:15 – 5pm** and we will be hearing from Claire Hope and Chris Brooks-Martin. This will be a virtual event that staff can join from school or from home.

The schools comm with a link to join/register will be sent out in the next couple of weeks.

# Compassion as a Superpower in Education



REFUGEE EDUCATION CONFERENCE 2025  
For Schools, Colleges and Universities



WEDNESDAY 18<sup>TH</sup> JUNE 2025

09.45AM – 4PM

UNIVERSITY OF WINCHESTER

## Register Here:



<https://forms.office.com/e/eHR71SSBQk>

*For more information, email  
Sanctuary@winchester.ac.uk*

## Register now and save the date!

More information coming soon about expert-led sessions to help you develop your professional skills and knowledge:

- Improve the support you provide to learners from a refugee/asylum seeking background
- Raise awareness in your institution about the issues faced
- Learn about becoming a School, College or University of Sanctuary

Please note: the conference is FREE to attend with lunch and refreshments provided.

*Some sessions will be available online for those unable to attend in person*