

Minutes Basingstoke and Deane Inclusion & Diversity Partnership (BDIDP) Leadership Group Minutes

Date/Time Wednesday 13 November 2024 13:30pm – 15:00pm

Location Teams meeting

Present: Catherine Redgrave (CR) School Improvement Manager – Basingstoke & Deane
 Kirstie-Anne Sangway (KAS) School Improvement Manager – Hart & Rushmoor
 Minnie Moore (MM) RADE advisor, HIAS
 Tijhs Jordan (TJ) Marnel Junior (HT)
 Sarah Mathlin (SM) Winklebury Federation (HT)
 Angela Nicholls (AN) St John CoE (HT)
 Vicky Clovis (VC) Maple Ridge (HT)
 Astrid Dinneen (AD) EMTAS
 Islam Jalaita (IJ) I&D officer, Basingstoke & Deane BC
 Alex Richards (AR) Admin support officer, HIAS

Apologies: Charles Applegate (CA) St Marks CoE (HT)
 Ken Davies (KD) Cliddesden Primary (HT)
 Emma Fitzpatrick (EF) Castle Hill Infant (HT)
 Katherine Stewart (KS) Queen Mary's College
 Kylie Thomson (KT) Bramley Primary (DHT)+
 Sonia Denning (SD) Old Basing Infant (HT)
 Danielle Owens (DO) Park View Primary (HT)
 Monica Gomes (MG) Castle Hill Infant (Classteacher)
 Niamh Hutchings (NH) Oakley Infant School (HT)
 Elissa Whitby (EW) PBS
 Satwinder Jordan (SJ) Manor Field Junior (DHT)
 Sarah Audley (SA) The Vyne community (Assistant HT)

Distribution: As above – sent to all, present and apologies.

1	Welcome and introductions
	CR welcomed all in attendance. All apologies were noted.
2	Actions from last meeting and updates
	<p>a. AD and CR to analyse B&D data</p> <p>AD shared data.</p> <p>https://www.hants.gov.uk/educationandlearning/emtas/data</p> <p>Spring census showed Basingstoke to be top district for BME and traveller children. 24.4% of children in Hampshire schools equating to 6795 children.</p>

Also top district for EAL children - Basingstoke top district 21.5% children in Hampshire schools equating to 3765 children.

Portuguese and Nepali are top languages presenting.

48 EAL referrals made to EMTAS so far this academic year. Nepali and Ukrainian have highest numbers so far this academic year.

CR asked if that was reflected in schools?

VC - In the last 5/6 years there has been a big increase in EAL population. Nepali being the second largest demographic after White British.

AN - the current Year 1 cohort has four spaces. These spaces are often taken by EAL pupils however they are very transient and end up moving to other more local schools within a couple of weeks. The school is currently sitting at 26% in that category. Sometimes find that children have been in the country a while, but nothing is being picked up at pre-school/nursery level.

CR due to meet with the head of Lanterns Nursery School and Lisa Sancisi from the Early Years team to discuss bringing nursery settings and preschool into the IDP.

Action: CR to feedback at the next meeting.

TJ – currently have over 20% EAL population in school. Largest increase seen recently has been from African countries with a range of languages, some not heard of before.

AD commented that this increase in children from Africa has been seen with referrals to EMTAS.

AN is running a parental engagement initiative where parents can come in for cup of tea and chat. They are inviting parents with EAL that are new to school as well as also inviting ethnic minority groups.

SM did this last year. EMTAS came and spoke with parents and gave out flyers.

IJ joined the meeting. CR welcomed IJ.

IJ added he had met with community leaders. There has been increase in the African community in Basingstoke with a lot of NHS workers. IJ happy to introduce community leaders to school network when needed. Families are living in Unity Place in Chineham in offices that have been converted into flats. The council plan to work in partnership with police and community services and a stand is set up at Chineham medical centre where people can come and talk about what they need.



b. Primary heads speak to secondaries in their cluster to engage with IDP

CR commented that there is a struggle countywide engaging secondary schools in IDP work and asked if anyone had thoughts on how to overcome this.

VC is in contact with the new principal at Dove House and can speak with them. Doesn't have much contact with academies.

CR asked VC to make new principal aware of IDP work and show them the moodle. CR is happy for VC to pass on her contact details.

Action: VC to speak with new principal at Dove House about IDP work and moodle page.

SM and AN have a cluster group in a couple of weeks.

Action: SM and AN to speak with Cranbourne to make them aware of IDP work going on.

CR asked TJ about Everest Community Academy.

TJ has spoken to Everest. Suggested Lauren Herring at South Farnham Educational Trust may also be able to speak with Blue Coat and Brighton Hill.

MM commented that it can depend on whether IDP is part of a school's SIP. Some of the secondary schools that have previously engaged in the EARA meetings have not been attending recently although this does not mean that they are not continuing the work in their own schools.

KAS joined meeting.

c. Query summer exhibitions

CR - Tracey McCarley suggested in last IDP meeting having something across Basingstoke to celebrate IDP work in schools and sharing best practice. What are people's thoughts on this? Possibly look at pop up exhibition in empty shops. Asked members to give this some thought.

Action: All member to share thoughts about summer exhibition and where to hold it.

**d. Dates for meetings in the next year – all been sent out as diary invites
05/03/25 and 16/06/25**



3	<p>Feedback from strategic IDP (Tijhs Jordan)</p> <p>a. HT recruitment and other recruitment considerations</p> <p>TJ updated that recruitment was looked at at the strategic IDP meeting last month. Questions looked at included what do we offer that makes Hampshire the area to work in as well as access to work and what support can be offered to staff members. There is an option to receive interview questions prior to an interview but this isn't advertised.</p> <p>VC commented that they have nothing in place at moment but previous school had an HR unit. Members of staff with hearing impairment had support at INSET and staff meetings.</p> <p>b. 'Let's talk about ... race' session re-scheduled for 4 December, 4:15-5pm</p> <p>Next sessions: Date TBC – 11 February 2025 – LGBTQ+ Date TBC – 24 or 29 April 2025 – Autism</p> <p>CR – The first 'let's talk about' session has been rescheduled as certain accounts couldn't access the previous session. Will run 'part 2' on 4 December via Teams.</p> <p>There are 2 further sessions booked in for spring and summer term. There's potential to use the recordings to form a library.</p> <p>c. Staff meeting – 29 January 2025 and 4 June 2025 – ideas?</p> <p>MM mentioned discussion at county meeting about how to manage and build relationships with parents when getting pushback on a variety of issues. Children are being taught acceptance and belonging at school but in some instances, this isn't being supported at home.</p> <p>CR – When Basingstoke IDP first started it was based on pyramid with leadership, staff, community, parents and then the child at the top of the pyramid. Need the support at all levels of the pyramid.</p> <p>IJ – There are a lot of concerns speaking with faith and community groups in the area. Need to engage parents.</p> <p>KAS - need to look at how to make it clear to parents that a school has signed the commitment document. Look at using the logo on websites and ways of sharing vision and values with parents.</p> <p>TJ suggested looking at links between different protected characteristics. Race and physical disability are actually very similar. They are both something you can see and can't change or hide from. Would be good to look at one thing that can be done to support both groups.</p>
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SM commented that having time to talk within the meeting was good and this worked better in the second meeting.

d. IDP moodle page

CR shared IDP moodle. Asked all to promote the page within their cluster groups and other meetings.

4 Plan district actions against strategic priorities

a. Agree district priority or priorities

IJ – met with community leaders and police following the riots in the summer. There is tension within the minority groups. Need to get schools to celebrate culture through displays, diversity days, involve parents and plug gap between the generations.

AD - there has been an increased number of referrals from African countries. A member of staff has been employed to support children specifically with different language from Africa. Cultural aspects need to be considered when supporting these families.

KAS shared Hampshire Cultural Trust Website. Would be good for schools to get involved in 'Basingstoke is my home'.

<https://www.hampshireculture.org.uk/event/basingstokes-my-home-local-stories-global-roots>

IJ is part of the committee group for this. Can put people in touch with the lead.

CR – could look at 'Hampshire is my home'. This could be a thread to pick up across the districts.

MM spoke about a project she had ran around 15 years ago around Hampshire is my home. The publication included adults, with a successful artist from the traveller community sharing her story. Schools took and used copies.

Action: MM to find copy of publication.

Action: MM and CR to have conversation of how 'Hampshire is my home' might look?

AD - EMTAS have put together traveller blogs and kushti careers on website. Videos by young people early in their careers from Romany Gypsy communities.

<https://www.hants.gov.uk/educationandlearning/emtas/travellers/travellers-training>

	<p>b. Establish actions to be undertaken over next year eg IDP trios</p> <p>Pre-school EAL Parents new to English school systems arriving in B&D Parental awareness about IDP and belonging</p> <p>c. Share and discuss IDP district meeting form</p> <p>It was agreed that the IDP district meeting form should be shared with all heads.</p> <p>It was felt that it would be better for a member of HIAS to continue chairing the meetings for the time being.</p> <p>Action: AR to send out form to all headteachers.</p>
5	Next meeting date Wednesday 5 March 2025, 9.30am – 11.00am