

**Minutes** Winchester & Eastleigh Inclusion & Diversity Partnership (WEIDP) Leadership Group Minutes

**Date/Time** Wednesday 11 December 2024, 10:30am – 12:00pm

**Location** Teams meeting

**Present:**

Nicky Rickman (NR)	Primary Phase Inspector
Catherine Redgrave (CR)	School Improvement Manager – Basingstoke & Deane
Minnie Moore (MM)	RADE advisor, HIAS
Lynsay Falkingham (LF)	Headteacher, Lantern Nursery School
Sarah Duck (SDu)	Headteacher, St Bede C of E Primary
Louise Buxton (LB)	Headteacher, St Peter’s Catholic Primary
Louise Pears (LP)	Youth Options
Carly Redfern (CRf)	Headteacher, Colden Common Primary
Claire Barker	EMTAS

**Apologies:**

Julia Roberts (JR)	School Improvement Manager – Winchester
Steve Cox (SCo)	Headteacher, Shakespeare Junior
Sarah Cunningham (SCu)	Headteacher, Boorley Park Primary
Jamie Boyd (JB)	Youth Options
Ceri Oakley (CO)	Headteacher, Wildern School
Matthew Jones (MJ)	Headteacher, Deer Park School
Emma Charles (EC)	Headteacher, Stoke Park Infant
Mary Strong (MS)	Headteacher, Chandlers Ford Infant
David Ware (DW)	Headteacher, Compton All Saints CoE Primary

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

<b>1</b>	<b>Welcome, apologies and actions</b>
	NR welcomed all in attendance. All apologies were noted.
<b>2</b>	<b>Actions from last meeting and updates</b>
	<p><b>a. Generation of actions taken by schools that can be shared (Sarah Duck)</b></p> <p>CR explained that this was about sharing actions taken by schools regarding inclusion and diversity.</p> <p>SD suggested that form could be sent out to members of the leadership group prior to next district headteachers meeting. The results from this could then be shared in the meeting with a QR link to the form for other schools to complete.</p>

	<p><b>b. Speak to Lisa Sancisi about IDP in EYFS and provider briefings (CR)</b></p> <p>CR - Meeting has taken place with CR, LF and Lisa Sancisi on IDP practices for early years. Agreed that an audit format is more accessible for early years providers. Recipe cards are already in place but need to get the message out about these. Early years briefings take place and resources on inclusion and diversity are available on the SfYC Moodle page. The self-evaluation tool needs to be looked at to make it work for early years settings.</p> <p><b>Action:</b> LF, Lisa Sancisi and Kirstie-Anne Sangway to look at pulling this all together.</p> <p>CR mentioned another head from an early years setting that may be able to help with this. She will forward contact details to LF.</p> <p><b>Action:</b> CR to forward headteacher contact details to LF.</p> <p><b>c. Recipe cards about Inclusion and Diversity? (LF)</b></p> <p>CB - EMTAS have 101 question cards resource which are all EAL scenarios from schools. They also have a Q and A online resource.</p> <p>CB – Resource manager Julie Yates may be able to help with this. Email address for Julie - <a href="mailto:Julie.Yates@hants.gov.uk">Julie.Yates@hants.gov.uk</a></p> <p><b>d. Dates for meetings in the next year – all been sent out as diary invites 05/03/25 and 16/06/25</b></p>
3	<p><b>Feedback from strategic IDP (Carly Redfern, Ceri Oakley)</b></p>
	<p><b>a. HT recruitment and other recruitment considerations</b></p> <p>CRf updated on strategic IDP meeting. Discussed data on underperforming groups and promoting Hampshire as an inclusive workplace.</p> <p>NR updated that she met with Maureen Baverstock following the strategic meeting and looked at ways of making the recruitment process more accessible. Looking to include links to IDP Moodle page in the application pack to give a broader view of working in Hampshire.</p> <p>SD suggested including an inclusion statement on application forms, similar to the safeguarding statement.</p> <p>LP added that they use a Neurodiverse questionnaire with staff to explore reasonable adjustments which had been shared with the strategic group.</p> <p><b>Action:</b> AR to distribute Youth Options example questionnaire to the group.</p> <p><b>b. ‘Let’s talk about ... race’ session</b>  <b>The re-scheduled session took place on 4 December, 4:15-5pm</b></p>

	<p><b>Next sessions:      Date TBC – 11 February 2025 – LGBTQ+ Date TBC – 24 or 29 April 2025 – Autism</b></p> <p>CRf attended the session and asked if it was recorded.</p> <p>CR confirmed it was recorded and they are currently exploring how to make it available.</p> <p><b>Action:</b> CR to speak with Maureen Baverstock about possibility of uploading ‘Let’s talk about’ session to the Moodle.</p> <p><b>c. IDP Moodle page</b></p> <p>Changes have been made to the Moodle page including schools now listed alphabetically and IDP professional development page.</p> <p><b>d. Staff meeting – 29 January 2025 and 4 June 2025 – ideas?</b></p> <p>LB emphasised the importance of educating parents and the community about racial trauma, as the gravity of the issue is often not fully realised.</p> <p>MM added there is a parent/carer leaflet in the PLAB toolkit. Explains what prejudicial language and behaviour is. Also added that it might be good to include a reference to prejudicial language in the school’s behaviour policy.</p> <p>CRf commented that SEN children can sometimes struggle to understand the language they are using. They have been using comic strip scenarios to aid understanding.</p> <p>SD asked if these resources were available in a variety of languages.</p> <p>CB mentioned an AI tool that can be used for translating languages. EMTAS can look at this.</p> <p><b>Action:</b> MM to send CB resources to work on language translation.</p> <p>LF looking at language in the nursery settings. Emma Steel is currently part of a bigger piece of work with Educational Psychologist team and Department for Education (DfE).</p> <p><b>Action:</b> LF to forward email trail to CR.</p>
4	<b>Plan district actions against strategic priorities</b>
	<b>a. Agree district priority or priorities</b>

	<p>NR - Looking to develop an action plan focusing on key priorities for Winchester and Eastleigh area over the next year. Asked if anyone was willing to be part of a smaller working party to create the action plan for the district.</p> <p>LP and LB happy to be involved in smaller group and LB happy to host. Will look at date after this meeting and forward to the group in case others are able to join.</p> <p>NR asked MM about other districts' priorities.</p> <p>MM - East Hants and Havant staff networks and EARA groups are focussing on equality, gender stereotyping and gender bias.</p> <p>SD – important to communicate about all areas of diversity and inclusion. If other districts are already working on a particular theme it may be best to look at another theme and then come together and share work with other groups across the county.</p> <p>NR mentioned Girl Guiding document she had read which breaks down into gender and other protected characteristics.</p> <p>LP suggested work around the BeeWell data could be another focus for the district.</p> <p>MM shared BeeWell data.</p> <p><b>b. Establish actions to be undertaken over next year eg IDP trios</b></p> <p><b>c. Share and discuss IDP district meeting form</b></p> <p>CR – looking at sending out form asking who would like to be part of the District IDP group and whether it should be called leadership group/discussion group/interest group? Leadership perhaps sounds exclusive and want people to feel they can come and be involved. Send to all that are part of this group initially.</p>
<b>6</b>	<b>AOB</b>
	Nothing raised.
<b>7</b>	<b>Date of next meeting</b>
	Next meeting date Wednesday 5 March 2025, 1.30pm – 3.00pm