

**Minutes** Winchester & Eastleigh Inclusion & Diversity Partnership (WEIDP) Leadership Group Minutes  
**Date/Time** Wednesday 5 March 2025, 13:30 – 15:00  
**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
Carly Redfern (CRf)	Headteacher, Colden Common Primary
Sarah Cunningham (SCu)	Headteacher, Boorley Park Primary
Claire Barker (CB)	EMTAS
Lee Dunningham (LD)	Year 6 teacher, Ringwood Junior School
Alex Richards (AR)	Admin support officer, HIAS

**Apologies:**

Julia Roberts (JR)	School Improvement Manager – Winchester
Louise Buxton (LB)	Headteacher, St Peter’s Catholic Primary
Louise Pears (LP)	Youth Options
Steve Cox (SCo)	Headteacher, Shakespeare Junior
Ceri Oakley (CO)	Headteacher, Wildern School

**Not in attendance:**

Jamie Boyd (JB)	Youth Options
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>
	CR welcomed all in attendance. All apologies were noted.
<b>2</b>	<b>Actions from last meeting and updates</b>
	Action: LF, Lisa Sancisi and Kirstie-Anne Sangway to complete self-evaluation audit. Outcome: See agenda item 3.
	Action: CR to forward headteacher contact details to LF. Outcome: CR couldn’t remember who the head was.

	<p>Action: AR to distribute Youth Options example questionnaire to the group. Outcome: Completed</p> <p>Action: CR to speak with Maureen Baverstock about possibility of uploading 'Let's talk about' session to the Moodle. Outcome: Document too large to upload at the moment. Still being looked at.</p> <p>Action: MM to send CB resources to work on language translation. Outcome: not yet completed.</p> <p>Action: LF to forward email trail re language and nursery settings to CR. Outcome: Completed.</p>
3	<p><b>Feedback from strategic IDP</b></p>
	<p><b>a. Feedback from Early Years</b></p> <p>CR met with Lynsay Falkingham, headteacher for Lanterns Nursery School and Lisa Sancisi, Early Years advisory teacher. Looking at what can be done to engage preschool and nursery settings with work of the IDP. Discussion held around number of nursery schools in W&amp;E area attached to primary schools. Look at working with nursery settings on self-evaluation and adding settings to distribution list for IDP events such as the Big Staff Meeting.</p> <p>St Peters Primary School Olivers Battery Primary School Westgate School Sun Hill Infant School</p> <p><b>Action:</b> KAS, Lisa Sancisi and Lynsay Falkingham to discuss self-evaluation form within nursery settings. <b>Action:</b> AR to contact early years for list of preschool contacts.</p> <p><b>b. Staff meeting feedback</b></p> <p>SD attended meeting. Valued the discussion time and good to hear experiences from other schools.</p> <p>CRf liked the video section which gave the opportunity to discuss with staff.</p> <p>CR advised next staff meeting is in June. Looking at a focus on curriculum for subject leaders.</p> <p>SD added having dates of sessions as far in advance is useful for planning purposes.</p> <p><b>c. Hot topic discussion ideas</b></p> <p>Hot topic sessions were advertised at district heads meetings. Three schools attended. What topics and times would suit schools?</p>

	<p>CRf added after school sessions would work well. Maybe look at running two sessions, one during the school day and repeat after school.</p> <p>SD suggested running sessions after district headteacher meetings as headteachers already had the time blocked out.</p> <p><b>Action:</b> SD to speak with Amanda Greenwood and Michelle Marsh about the possibility of running hot topic sessions straight after the district headteacher meeting.</p> <p>A discussion was held around possible areas for hot topic sessions. Management of most complex children, navigating conversations with parents, EHCP delivery and coaching parents were all suggested.</p> <p><b>d. Let's talk about ... LGBT+ and Let's talk about ... neurodiversity</b></p> <p>CR updated that Chris Brooks-Martin, LLP, and Claire Hope, headteacher, spoke last week at the 'Let's Talk About... LGBT+' session. The next session is 'Let's Talk About Neurodiversity' on 29 April. They are also looking at putting together biographies and sharing these on the Moodle to celebrate the diversity of people working in schools in Hampshire.</p> <p><b>Action:</b> CR to contact speakers and ask for biographies for Let's talk about sessions.</p> <p><b>e. Secondary EARA conference</b></p> <p>MM updated that the Secondary EARA conference will be held on 16 October and will be hosted by Wildern School. It is aimed at pastoral leads and Designated Safeguarding Leaders rather than pupils. Oakley Infant school children will present to the conference. The aim is to engage more secondary schools with the EARA and network groups. Currently between eight and nine secondary schools attend the EARA networks out of a possible 70 secondary schools in Hampshire.</p> <p><b>f. EARA networks 25/26</b></p> <p>MM updated that 96 schools were engaged in primary EARA groups. The flyer for academic year 25/26 EARA and network offer will be sent out in the summer term. Schools are welcome to attend the summer term meeting to see what it's all about ready for September.</p>
4	<p><b>District actions against strategic priorities</b></p>
	<p><b>a. Winchester headteachers' meeting (Sarah Duck)</b></p> <p>At the Winchester headteachers' meeting, it was proposed to run an event for parents linked to National Parenting Week in October. The focus would be on understanding parents' needs and wants. Look at sending out surveys related to community diversity, ensuring the initiative aligns with what schools are already doing.</p> <p><b>Action:</b> SD to report back at next WEIDP meeting about the surveys and what is planned for national parenting week discussed at the Winchester Headteachers' meeting.</p>

### **b. Parent survey from Ringwood Junior (Lee Dunningham)**

18-24 months ago, the school began looking at the self-evaluation tool in collaboration with MM. One area highlighted was the sense of belonging within the school. They developed a parent survey in 2023, which was tweaked for 2024. Areas raised through the survey included healthy eating, with 80% of responses indicating that children were learning about a healthy lifestyle. A parent forum was established to gather suggestions, leading to a change in the snack policy.

In terms of communication, some felt there was not enough, while others felt there was too much. The school decided to maintain the current levels, preferring to provide too much information rather than too little.

They have high attendance for parent events such as open mornings, music performances, and parents' evenings, and have made times more accessible for working parents. Sessions have also been set up for parents to come in, have a drink, and chat with other parents in the library area to increase the sense of belonging and promote a more open-door approach.

Of the 380 children at the school, there was a 16% response rate to the survey. The school has used the results to identify areas for improvement as well as aspects that are working well.

SD commented that she has a copy of the survey Ringwood used. They will streamline the questions and give it a try to see how it goes.

CB added EMTAS offer coffee mornings for parents of children with EAL. Contact CB for more details.

### **c. PLAB data update (Minnie Moore)**

MM updated that she had run three virtual PLAB briefings.

MM shared the PLAB data, and a discussion was held around the figures. Following feedback from last year, MM added a tab to this year's survey to indicate whether perpetrators of incidents were on the SEND register. Approximately 40% of perpetrators were on the SEND register. The data from the PLAB survey doesn't always reflect trends seen within schools, suggesting that children and staff may not always be clear on prejudicial language and behaviour categories. There was a discussion around adding extra categories to CPOMS to assist logging of incidents and providing training for support staff to help with understanding categories.

SD has created a glossary of the categories to assist staff with this.

**Action:** SD to send glossary of categories to MM and CR.

### **d. Practice and case studies where outcomes for minority and marginalised groups is strong**

To be picked up at the next meeting.

	<b>e. Actions ahead of next meeting</b> Discussed
<b>5</b>	<b>Date of next meeting</b>
	Next meeting date Monday 16 June 2025, 1.30pm – 3.00pm