

St Charles Catholic School

Diversity Meeting 24th June 2022

In attendance- LA, KH, NB and GH (Parents), TL (Head of School), AS (Executive Head), MT (Assistant Head)

TL introduced aim of the meeting – What are we doing well? What can we do better?

To form a group that will meet during the academic year to review diversity in the School

Curriculum - Parents felt that diversity should not be isolated to Black History Month but threaded throughout curriculum throughout the year. It should not be constrained to certain subjects such as dance but considered widely.

In terms of subjects such as history, parents thought it should cover what is happening in specifically in Britain to make it more relevant to pupils.

It was suggested welcoming authors from ethnic minorities throughout the year.

Newsletter - It was also suggested that the newsletter could be adapted to be more informative about the things the school is doing and more engaging. For example, it could include a planner with key dates/meetings. This could be replicated on the website.

It could say things like 'This month children have been doing X' with link to the website for more information and pictures.

Early publication of dates for parents is always useful.

Recruitment - There was a discussion about recruitment to ensure the school has a diverse workforce. It is important for pupils to see themselves reflected in their teachers. Adverts should encourage applications from minorities. One parent offered to provide examples of templates for advertising which incorporate diversity. Recruitment should be the best fit for children.

Marketing - it is important to promoted other aspects of the school not just its Catholic nature, eg its academic success as this is what parents look for when they are applying for schools. There was discussion about how well know St Charles is outside the local area – there may be opportunities for recruiting pupils from a wider area.

CPD - the meeting discussed CPD for staff around diversity. TL explained this was planned for September for all staff. Coaching was also discussed for both new and existing staff.

It was important that any issues with diversity are handled well. There was a mix of views about issues are dealt with. The perception of the school was important.

Questions about diversity to be include on parent questionnaires.

Further meetings will be held in next academic year.