

## Sladefield Infant and Thornton Primary Schools Working Party

**Meeting held on Monday 18<sup>th</sup> March 2019**

**Present**

Mrs Sue Simmons – Head of Thornton Primary School  
 Mrs Cathy Grace – Deputy Head of Thornton Primary School  
 Mr Rob Meadows – Head of Sladefield Infant School  
 Mrs Nicola Connolly – Deputy Head Sladefield Infant School  
 Mr Tharack Ahmed – Governor of Thornton Primary School  
 Mrs Sadia Haq Nawaz – Governor of Sladefield Infant School  
 Mrs Bilqees Ali – Parent Thornton  
 Mr Sajad Akran – Parent Thornton  
 Mrs Smaira Khan – Parent Thornton  
 Mrs Halima Khan – Parent Sladefield and Thornton  
 Mr Mohammed Ismail – Parent Sladefield and Thornton  
 Mrs Obaida Javed – Parent Sladefield and Thornton  
 Mrs Ambreen Khaliq – Parent Sladefield and Thornton  
 Mr Amjad Rayaz – Parent Sladefield  
 Mrs Natelle Marcus – Parent Sladefield  
 Ms Lizeeta Zs – Parent Sladefield  
 Miss Ester Mulonda – Parent Sladefield and Thornton

**In Attendance**

Jenny Steckles – Clerk of Thornton Primary Governing Body

The meeting commenced at 9.20am

Item	Action Required
<p><b>1. Welcome and Introductions</b>            Sue thanked everyone for attending the meeting today. She asked everyone to introduce themselves. Sue then confirmed that minutes would be taken at the meeting with Action Point points, so there would be a public record of the discussions and decisions.</p>	
<p><b>2. Ice Breaker – Acts of Parliament relating to Equality</b>            In pairs, members of the working party were given packs of cards containing the protected characteristics of the Equalities Act 2010. She asked each pair to look at the characteristics and form a time line of when legislation came into place to protect these groups of people. After the exercise had been completed she went through each one in turn to confirm the correct sequence.</p>	
<p><b>3. Protected Status</b>            Rob then took over and asked the pairs to mix themselves up for the next exercise. He then gave each group a pack of cards with a group on such as 'Muslim'</p>	

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<p>'disabled' and another set of cards containing percentages and he asked them to match the percentage with the protected status. After the exercise had been completed he went through each one in turn to confirm the correct percentage.</p>	
<p><b>4. Remit of Working Party</b> Sue then went through the remit of the working party. She confirmed that they had all be given a code of conduct to agree to and all present confirmed that they agreed.</p>	
<p><b>5. Appointment of Chair and Vice Chair</b> Sue then asked for nominations from the working party for both a Chair and Vice Chair. Sajad nominated himself for Chair and Ester seconded this. All the others present agreed to Sajad being Chair.</p> <p><b>The Working Party agreed to Sajad being Chair.</b></p> <p>Sue then asked for nominations for Vice Chair. Obaida put herself forward to be Vice Chair and Halima seconded this. All the others present agreed to Obaida being Vice Chair.</p> <p><b>The Working Party agreed to Obaida being Vice Chair.</b></p>	
<p><b>6. Timetable for Meetings</b> Sajad then asked all about meeting dates. Tharack suggested to do the body of the work required would need three mornings of two hours each. Nicola stated needed to agree meeting dates early on. Sajad stated that if dates were agreed early the members could negotiate time off work. Tharack suggested discussing dates at end of meeting to check breakdown of when people are available. Sajad agreed it should be discussed at end of meeting. Sue stated that they needed to be once a month which would enable members to read documents between meetings. Obaida asked if the schools were going to be early adopters of the new SRE. Sue confirmed that Thornton would be waiting for the final legislation and therefore would not be an early adopter and would begin following the new guidance in 2020. She also pointed out that both schools already had programmes of PSHE and SRE, so they were not starting from a blank canvas. Obaida asked about whether schools had a deadline to introduce new SRE. Sue stated that the schools need to fully implement the new guidance by September 2020 and fortunately are already successful with what they do, so can tick certain boxes within the new guidance already. She advises that bearing in mind the current</p>	

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guidance it wouldn't take a major amount of time to alter what the schools are already do to ensure that the schools met government requirements. Sajad checked whether once a month for meetings was OK. All present agreed.

**The Members agreed to have a meeting once a month.**

Tharack then asked if there was a particular day for certain people. All present then discussed the date of the next meeting and agreed to it being held on Thursday 2<sup>nd</sup> May 2019 at 9.15am.

**All present agreed that the next meeting would be held on Thursday 2<sup>nd</sup> May 9.15am.**

Tharack advised that Thornton wasn't implementing new SRE in 2019. Sue advised that it would be helpful if all present read the documentation as both schools are bound by law to deliver the new RSE guidance as they are public sector schools. Sajad stated that it was expected part of the Equalities Act. Halima questioned whether it was set in stone as if there was enough public disapproval it could change. Sue stated that it is law at the moment and that we should proceed on this assumption. Halima advised she had heard of it but if don't agree with the need for another law. Tharack advised that there needed to be trust between school and parents. Smaira stated that often things were misunderstood by parents. Sue then explained the details of what the school is obliged to teach and that parents need to understand the reality of the requirements. Sajad stated that what appears to be reality isn't and that parents need to empower themselves and not rely on hearsay and gossip.

**7. What the Schools do the promote inclusion**

Cathy then asked the Members 'What do both Schools already do to be inclusive schools?' and she asked them to work in pairs to list what schools did under headings below.

**Inclusive Schools**

Policies and Procedures  
Resources  
Curriculum  
Staff/Parents/Community  
Communication  
School Site

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Cathy then collected the post-its and went through them with the members. She confirmed that the members had a good awareness of what the schools do already to be inclusive. Cathy stated she was impressed with what the group has come up with and could see that this would help the schools do the best for children. The Members asked for this to be recorded.

**Copy of Record in Appendix 1.**

Sue stated that this would help people understand what the schools are doing in a more open and transparent way. She thanked the members for their input.

**8. Book Review**

Nicola then asked the members to split into groups to look at the books that are used in the No Outsiders programme. She requested that they needed to think about what part of the Equalities Act the book would cover and feedback via post its. Sue advised that there could be other areas the books cover. She confirmed that at Thornton the books aren't being used at the moment. Tharack asked if the Members know about PSHE and RSE. Sue then explained about PSHE and SRE and requested that Members read up on the new RSE document which can be accessed from Thornton's website.

**The Members agreed to read about RSE prior to next meeting.**

Obaida asked if these lessons (PSHE and RSE) were taught separately. Sue advised that there was a specific lesson every week and explained about what is taught. She confirmed they were 1 hour on specific areas such as how to be healthy which is integrated as part of science. Sue confirmed have to ensure topics come up and give an overview across key stage 2. Nicola then advised that the range across the schools are reception to Year 6. Rob confirmed that both schools are working together. Obaida asked if they do and hour at Sladefield. Rob and Nicola confirmed they did half and hour in circle time and hold special events. Sajad asked if there is something they already use. Nicola confirmed that they use the PSHE association guidelines and they are not far off being able to introduce in 2020. Sue stated that Thornton were also working using the PSHE association guidelines, but this can also be flexible to reflect what is in the media at the time. Obaida asked if the Members can have an input into this. Sue confirmed they could as there is going to be a joint curriculum

**Members agreed to read RSE draft document prior to next meeting.**

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between both schools and have a shared policy which is massive progress in joint working. Sajad asked about No Outsiders and was it an overlay? Nicola said no and it fitted in well as it was another resource that could be used to deliver relationships education in an age-appropriate way. Sue advised that No Outsiders was not a scheme of work; it is a set of existing story books that were chosen as good examples of how to explain different aspects of relationships to children in an age-appropriate way. She explained that Andrew Moffatt hadn't written the books it was just a set of suggested stories that were considered appropriate for primary age children. Sue advised they were really good books but it would be important for parents to look at them carefully through the eyes of the children. Obaida asked if schools had to teach Equalities Act, she knows that you have to comply with it, but it does require you to teach it. Sue confirmed that is the position but that to know what is required by the law you have to be an inclusive school, so everyone is accepted, treated equally and included for who they are. Ester stated that we are all different and unique in our own way and this needs to be incorporated into the school. Obaida stated need to teach tolerance. Nicola confirmed there was also the British Values document. Sue confirmed that she would do a reading list of all key documents for Members to make sense of all that is being discussed.

**Sue to send all the Members via email all the key documents to read.**

The Members then started to go through the books. Nicola stated it would be a shame not to use the books. Sue then explained that in the RSE Guidance it is very clear that parents are the first educators and the school needs to pay regard to the community it serves. She advised that one or two books might not be suitable for teaching about some issues, for example sex relationships. Sue advised that schools had a duty to teach about important issues but the schools appreciate that certain books are sensitive including Princess Boy and King and King which deal with same sex relationships. She advised about the discriminatory behaviour in the school including older children using word 'gay' as an insult, comments on race and boys making sexist comments about girls. Sue stressed that behaviour of this kind would not be tolerated under any circumstances and confirmed if this happened then there was a call from school to parent and a serious conversation held as the issues nearly always start with

**Sue to send all Members via email key documents to read.**

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using inappropriate language. She advised that the schools need to teach about the right behaviour but that also parents had a responsibility to educate their children about forms of discrimination. Rob confirmed that there is less of this in the Infant School. Sajad advised that he shares the same sentiment, Islam is very tolerant, treats individuals with respect; to promote goes against belief, the religion says it is wrong which is seen as homophobic but doesn't give you the right to discriminate. Nicola then advised about Christianity and accept and be tolerant of others. Lizeeta agreed that it is better to be tolerant. Sue stated each has their own beliefs, but we respect people's views and it is fine to have different views. Sajad stated what happened recently means that we need to look at what is age-appropriate and how the materials had caused offence. The Members then started to go through the books in turn. Sue then advised that each book covers a learning area, and it is the skill of the teacher to bring this out. Obaida, Halima and Lizeeta advised that they needed to read the books. Sue stated that the Members needed to remember that children look at books differently to adults and that the books are used by the teachers to explain about different ways of behaving and different relationships. She confirmed that the books were in the school and suggested Members look at the books.

**To enable Members to make an informed decision on books is the Members agreed to familiarise themselves with them.**

Tharack asked for a list of the books. Sue agreed to do a list of the books with the learning objective link to the book.

**Sue to do a list of books and learning objective.**

Tharack stated at next sessions need to have parents review of the books. Obaida asked how they can see the books. Cathy advised needed to come into school and sign a copy out. Sajad stated that all Members comments would be valued, and all needed to contribute to discussion to have their voice heard.

**The Members to sign books out at school to review prior to discussion on them at next meeting.**

The Members then discussed several of the books further and Sue and Nicola advised the learning

**Members to read books prior to next meeting.**

**Sue to produce a list of books with learning objective and send to Members.**

**Members to sign books out to read.**

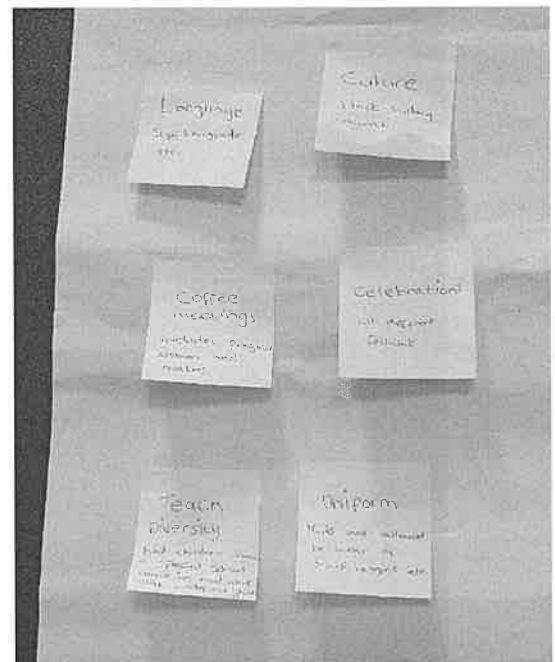
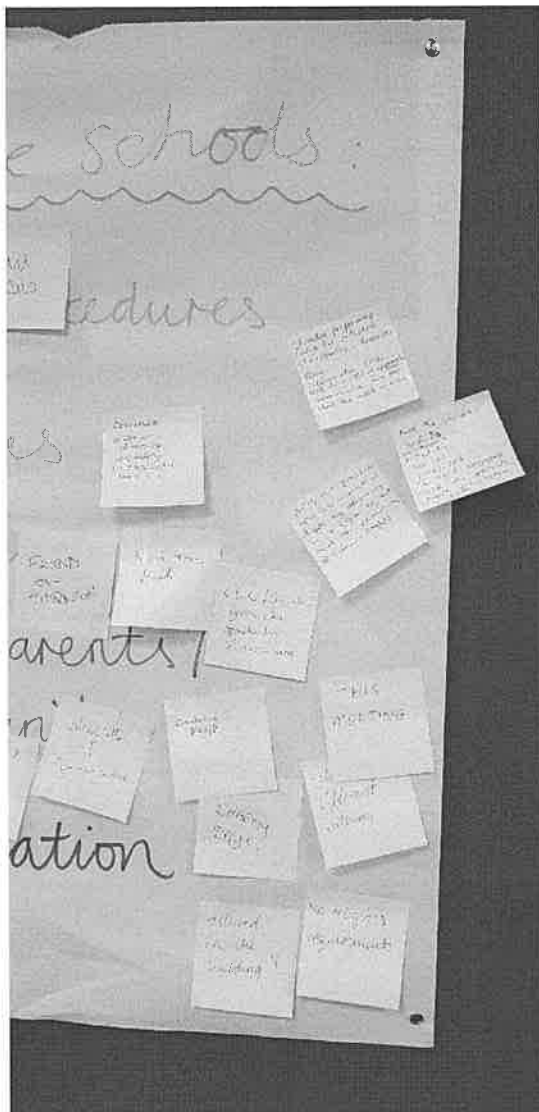
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objectives for them. Sajad stated that both the Heads and Staff were open to communication with parents on this matter. Tharack seconded this and stated that as a Governor it was great to see both schools working and communicating with each other.

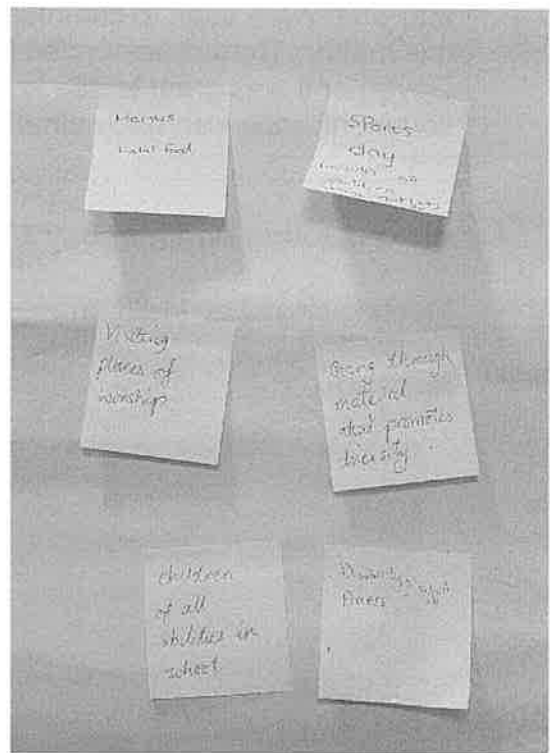
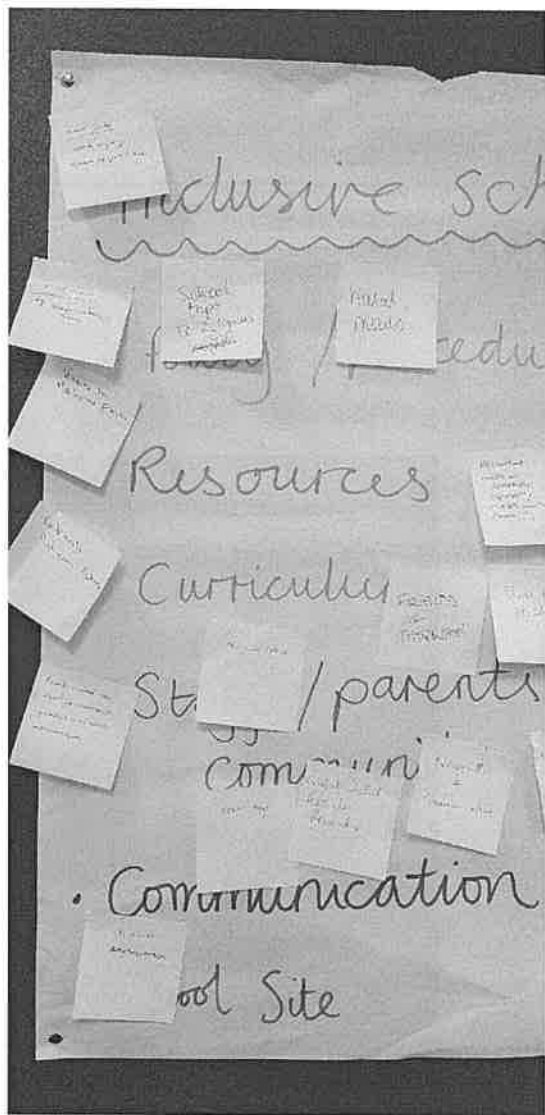
**Next meeting on Thursday 2<sup>nd</sup> May 2019 at 9.15am**

Meeting closed at 11.26am.

### Appendix 1



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