

What do you think are some pressing issues regarding equality and inclusion at HBK?

- * Parents/Carers understanding what we mean by equality and inclusion
- * What do we cover in terms of protected characteristics – should we go beyond this – eg socio-economic divides, body image, confidence. Are these areas that are ‘unprotected’ and therefore sources of vulnerability?
- * A lot of diversity is concealed – do we talk about this enough?

How can we work towards solving these issues?

- * Focus on equity, not equality
- * Focus on language – lots of language has negative connotations – eg ‘equality and inclusion’ – are they separate? What do all these phrases and buzzwords actually mean?
- * Ensuring we are kind to students on their journey of self-discovery – supporting the fact that they don’t need to have all the answers yet about who they are



We have identified and recorded a small number of homophobic and transphobic incidents at HBK.

What do you think the school could be doing to reduce discrimination like this?

- * Tackle unconscious bias more
- * Encourage empathy through real stories, positive and negative. These could be based on HBK students but anonymised, so students know we are talking about our community – students need to understand the impact of their words
- * Students need to understand that these sorts of incidents are a form of bullying and that for the victim it feels the same, if not worse as the aspect of them that is being attacked is something over which they have no control – it is just who they are. Talking about these incidences as bullying might help other students to empathise more easily
- * Students need to feel able to express themselves. Discrimination goes to the very heart of who a person is, something unchangeable. Therefore, it must be dealt with with the utmost seriousness. As such, sanctions need to be more visible so that students feel reassured issues have been dealt with. In particular the student targeted needs to know that a sanction has been put in place
- * Could student ambassadors support the re-education programme already in place?
- * All students should be encouraged to explore who they are – it is not about fitting into a category

How can we celebrate diversity and inclusion more across the school?



- * Have an ‘odd’ day celebrating everybody’s differences – this is something done at some primary schools and demonstrates that everybody is different, not just certain groups
- * Weave diversity into students’ school journey – it is part of their welfare journey as well as their educational journey – it is about their social and emotional growth. This could be shared as part of the new year-specific parent handbook so that parents/carers are more aware of what is happening in school
- * We need to go beyond the HBK Community as our school is not necessarily representative of a fully diverse community
- * Build diversity more into the curriculum, citing a range of positive role models in different subject areas – eg female rabbis, Paralympians

- * Allowing people to have different opinions and promoting difference, so long as disagreement is not disrespectful

How would you as parents/carers like to be better informed on diversity, equality and inclusion at HBK?

- * We would like information about the language used around diversity and advice about how to discuss these topics with children at home. We need to get these matters onto the parent/carers radar
- * Keep parents/carers informed about what we are teaching and discussing in school - a toolkit for parents/carers would be useful, just as we get for PSHCE topics
- * What conversations should we be having at home? Some parents/carers might not feel comfortable so any help the school can provide in facilitating these conversations would be appreciated – could there be a regular slot in the weekly ParentMail?

Any other comments or suggestions?

- * How far are students ‘living’ this – do they just say the right thing when staff are around?
- * Be more explicit around incidences when they happen and talk openly about them without naming the students involved – ‘this is what went wrong, this is why it is wrong, this is how to get it right’

Next steps: Publish notes to school staff and parents/carers
 Introduce more regular information around Diversity into the weekly ParentMail
 Feedback ideas around promoting drop boxes (eg in toilet cubicles) to pastoral team, along with the idea around mentoring schemes

Next meeting: Safeguarding and mental health (date TBC)