

25<sup>th</sup> June 2024

Thank you to everyone for coming to our second Tackling Racial Bias discussion group. The subjects we discussed were insightful and very helpful with regard to unpicking things our school families have undergone.

Some recounts were emotional for parents to tell or hear and I would like to recognise that this type of meeting is not easy for some parents, staff or governors to be part of. However, without addressing these issues directly much remains the same and we are committed to improving the experience of all families!

**The main topics of discussion were:**

Local community sees Kilmorie as a white school

Examining current school values/ qualities for inclusivity and relevance

Families from different heritages are not celebrated loudly enough

Lack of transparency about what is explicitly done if a racist incident occurs

How minor racial aggressions are worked through eg I don't want to play with the brown baby doll

Inclusivity of school events

Raising the profile of discussions like this to the level of FOK events

Diversifying the curriculum consistently well across all year groups

Challenging the way parents choose to behave to families dissimilar to themselves

Accessibility of these meetings to welcome everyone from all backgrounds

**Actions as a result of discussion**

**1.**All parents are welcome to the next meeting set - Tuesday 17<sup>th</sup> at 5.00PM in hall

Repeated- Wednesday 18<sup>th</sup> Sept at 8.00AM in music room (playground)

We will be asking you to sign up in September to give us an idea of numbers.

**2.** We will create a **diversity parent action group** by asking for a volunteer from each year group to work on advertising meetings and working with staff on progressing points raised.

**3.** We will make transparent the steps we take to address racist incidents up on the website.

**Next meeting**

Improving inclusivity of school events.

Examining the school's values to ensure relevance and inclusivity to all children.

Governor feedback on data and processes.

Suggestions around ways to openly celebrate all families.