



Diversity Forum minutes & actions

Date: Friday 28th March 2025

Attending: Mr Stanway (DHT), Ramsey Abuzaid, Charlotte Rhodes, Gemma Haddock, Helen Coulshed, Irina Glencross

Apologies: -

Agenda item	Actions / decisions
<p>The Oakwood Curriculum</p> <ul style="list-style-type: none"> - How can we ensure we include diverse characters from history and the modern day? - How can we support all of the children in our school to access the curriculum? 	<p>Firstly, the forum discussed the current curriculum maps being used in school which show how the curriculum is taught across different year groups and the content included. This led to the following discussion topics:</p> <p>The forum discussed how the school can make historical figures 3D and give a fuller figure of key people from the past. It is important when discussing key historical figures that lessons recognise the whole person including their flaws. This will lead to a fuller picture of historical figures.</p> <p>The forum questioned how PSHE reflects the different perspectives and lived experiences of people from different backgrounds? The forum will explore the curriculum in more depth during future meetings.</p> <p>The forum agreed EDI work must come across our whole curriculum.</p> <p>At primary it is about sowing the seeds of diversity and equality. Lessons can't overload children with information and expect them to understand concepts which many adults do not fully grasp without the lived experiences or knowledge. It is about valuing other people's opinions and life viewpoints.</p> <p>As a first step, how do the school avoid the basic stereotypes? The forum discussed how the school can include PTA events in this regard too. It is also important to that lessons counteract stereotypes in EYFS.</p> <p>The forum questioned if children in school are sticking to traditionally held stereotypes?</p> <p>The forum questioned how the school can encourage children to fight against stereotypes?</p> <p>Upon reflecting on the school book choices, the forum felt it was important that the books used across our curriculum is kept up to date and representative of a wide range of people. Updating the books we use in school is important.</p>

The forum felt an area for further exploration could be diversifying the texts we are using.

Forum members discussed the possibility of seeking support from University programmes that may be able to assist with cataloguing and diversifying the book choices within school.

The forum discussed RE and asked how does the school celebrate other religious events within in school.
How does the school link other religions when we are talking about the values within a certain religion?
This will be developed further during upcoming meetings.

The forum discussed how case studies for different religions could show how people of different religions live their lives. This could lead to avoiding the generalised assumption.
The forum discussed the potential of bringing parents into school to discuss their own religion, making it real for the children.

The forum questioned: does the school's curriculum answer the question: What is faith?
How does the school develop critical thinkers?

The forum felt the questions around the topics are more important than the topic:
Rather than changing the figures, what questions do we ask about the figures?

The forum discussed the concept of bringing out the common themes between people to show the similarities between people.

The forum discussed how the school shows children the disproportionate impact of world events and how it impacts other people.

The forum discussed ways the school could remove barriers in any way we can to ensure all people are included in the different areas of the curriculum.

The forum discussed Geography learning and considered the learning around different nations and thinking about how the different parts of those nations are not all the same in the same way that the UK is not the same in every part of the country.

The forum would like to explore who is missing from the current curriculum?

As part of the work on the Golden Threads in school, the forum felt a whole school thread on Diversity is essential. It is

	important to make Diversity the heart of what we do in our curriculum.
AOB - Next time's agenda	Next time: What would good look like across different subjects? We would like to explore different subjects in detail and consider what should be included within content.
Date of next meeting	Friday 16 th May