Ground Rules for Meetings

Ethos for meetings:

- Respectful
- Non-judgemental
- Open-minded
- Willing to listen and share

Focus on partnership, not blame; challenge ideas, not people

- We're here to challenge policies and practices constructively
- Critique arguments or systems rather than individuals or their motives
- Speak from your own experience using 'I' statements, and don't expect anyone to speak on behalf of an entire community
- Acknowledge that even well-intentioned remarks can cause harm
- Do not put individuals on the spot

Confidentiality: protect everyone's privacy

- Please don't name specific children, parents, or staff members
- Talk about patterns, policies, and experiences
- What's shared in the room stays in the room, except for the action points we agree to share
- Keep personal stories and sensitive remarks within the room unless the group explicitly agrees to share outcomes
- Safeguarding: In line with statutory UK safeguarding duties (Keeping Children Safe in Education), the Headteacher (or their SLT representative) must act on any disclosure that suggests a child may be at risk of harm.

Keep formal complaints separate

- This group is here to help shape wider school culture and policy. If members have a specific incident to report, please raise it through the school's formal reporting channels outside of this meeting.

Share the space

- Listen without interrupting and make sure everyone who wants to gets a chance to contribute
- Step up if you usually hold back, and step back if you speak often
- Avoid interrupting or talking over others

Expect discomfort and stay open

- Treat racial justice as an ongoing learning process rather than a debate to win