

Implementation Plan: Anti-Racist Education



Name: Kim Fryer and Emily Stobbart

Date: February 2023

OUR VISION:

We want to ensure that that our school community is a place where all of our children and their families feel safe, seen, represented and listened to. We want all of our staff to robustly challenge racial inequality by providing anti-racist education to ensure that our pupils go on to making the world a more equal and fairer place for all. Through modelling awareness, inspiring a sense of curiosity, a conscious effort will be made to amplify and celebrate the achievements of non-dominant cultures and individuals to nurture affirming attitudes and behaviour for the benefit of all. We are All Different, All Equal, All Welcome.

OUR PRINCIPLES:

- Vital community spaces, preparing all children and young people and their families to be part of an inclusive, equitable and diverse society
- Right to free, safe and high-quality education
- Pupils are re-creators of the world and co-creators of their education
- All of us have work to do to 'unlearn' the racism we have absorbed from society
- Benefits everyone, not just those who experience racism
- Directly address the realities of racism while being careful not to reinforce problematic ideas about 'race'
- If we are not actively anti-racist, we are allowing/ perpetuating/ enabling racisms to persist

KEY FOCUS:

- Responding to incidents and issues
- BAME child, pupil, parent and carer support
- Training for staff and governors
- Racial literacy for children / pupils
- Diversifying and decolonising the curriculum
- Setting and school values and policy

Timeline of actions

Autumn Term

- ❖ KF and ES to deliver update on ARE action plan September INSET
- ❖ KF to deliver summary of audit in autumn term 22
- ❖ Camille Kumar to deliver presentation on Anti-Racist Education and its importance, relevance and challenges
- ❖ Working Party to meet and Review Implementation Plan Autumn term 1
- ❖ KF and ES to deliver PDM on visibility, representation, and conscious and unconscious bias.
- ❖ Training opportunities for staff through BEEM and B&H
- ❖ KF to attend ARE training by NEU October 22
- ❖ CK to review the curriculum and initiate diversification and decolonization-early stages
- ❖ KF to lead on EAL and new families coffee morning and breakfast meets
- ❖ KF and ES to ensure information and fliers available in different languages
- ❖ ARE assemblies mapped throughout the academic year (KF) to include religious festivals, cultural events and explicit Anti Racist approach
- ❖ Drop-ins and diversity/representation/visibility learning walks
- ❖ KF to introduce 'Young Interpreter' scheme to link EAL pupils, increase connection and support in school. Recruit Autumn 1-Roll out Autumn 2
- ❖ Liaise and update Aleya Diversity and Inclusion governor

Review Autumn Term

- ❖ An update of our ARE work will now be included in newsletters- Emily has written first edition for January newsletter
- ❖ We've responded to the extended working parties feedback and arranged a larger session for parents and carers to share the message of Anti-Racist education more widely.
- ❖ Teaching staff have been updated on ARE strategy during a PDM. Explored different racial incidents and how we would respond to them as a team.
- ❖ KF has made a protocol for parents and staff on how and who to contact to report a racial comment or incident
- ❖ How we record incidents on CPOMs has been updated-we now record all potentially racial incidents under 'Prejudice based' and the next relevant category-this allows us to track incidents and how they are dealt with.
- ❖ We discussed our whole school approach to developing racial literacy and use of racial terminology such as (BAME, EAL, families of colour, racialized family) and that this is very personal and ever-changing.
- ❖ We have agreed to use the script '*I will use the term...Are you comfortable with that or would you prefer me to use a different term?*' Scripts are up in the staff room for staff to access.
- ❖ Google Translate tab has been made more visible on the school website
- ❖ Website has been updated with "how to speak to your child about racism" with links to websites to support these conversations.
- ❖ Display board in corridor highlighting vocabulary used in assemblies regarding anti-racist education-pupil voice will be added

Spring Term

- ARE assemblies continue- learning objectives will be shared with parents beforehand so they can follow up with conversations at home
- Continue to communicate via pings and website with parents and carers about ARE
- BHCC Racial literacy launch at Jubilee Library- members of working party to attend.
- Develop Racial Literacy training resources for children using BHCC pillars. KF to share with SLT and then staff
- Follow up training for MDSA and TA to discuss ARE strategy
- Pupil Voice capture for display board in corridor- how are we an Anti-Racist school?
- Family Voice capture during our coffee connect morning- in February
- Drop ins and diversity walk with EMAS pro-forma
- CK and KF to review the curriculum re: diversification and decolonization
- CK to monitor curriculum development with a decolonization lens
- Share with wider community and school governors regarding curriculum and updates

Summer Term

- ARE assemblies
- Follow up training for MDSA and TA to discuss ARE strategy
- Pupil Voice capture for display board in corridor- how are we an Anti-Racist school?
- Plan and set up a pupil voice group for September 2023
- Family Voice capture during our coffee connect morning- in April 23
- Drop ins and pupil voice summer 1
- CK and KF to continue review the curriculum re: diversification and decolonization in preparation for September 23
- CK to monitor curriculum development with a decolonization lens
- Share with wider community and school governors regarding curriculum and updates
- Next Steps identified for 2023/24