

What can schools do to help in tackling racism?

Dear Colleagues,

Our trust's underpinning value of 'community' reflects our commitment to embracing and celebrating diversity in all that we do. Fundamental to our work as a teaching school is deep collaboration; we draw strength by genuinely working together.

On 25th May, 2020, an African-American man named George Floyd, died in Minneapolis, USA. He was handcuffed and lying face down on the street during an arrest by four police officers. We condemn acts of violence and hate crimes perpetrated against people from the black and minority ethnic communities and we are committed as a teaching school to working together to tackle racism closer to home.

We know many children and young people in our schools have seen the footage in the media and are asking why this man had to die. Our children and young people from all ethnic groups will already have named this killing as an act of racism.

These events and questions reach our classrooms. What do we do about this? We have to be prepared to talk about the difficult subjects and we want you to feel confident with these topics.

The responsibility to educate is one for us all – individually and collectively. This includes exploring and understanding our own standpoints. We have therefore arranged some staff training and put together this publication signposting to useful articles. These issues have sadly been in our society for a long time; they are not new but we need to do better and we need to do more to educate so that we can tackle views and actions which are harmful to the values we hold so closely.

Our future plans as a teaching school include work with the Centre for Race, Education and Decoloniality (CRED). CRED is part of Carnegie School of Education at Leeds Beckett University and I am delighted to have been approved as a Professional Associate of CRED. It was established to undertake research related to race and racism in education. You can read more about how The Alliance for Learning will be working with [CRED here](#). Also, we work closely with the Chartered College and they have pledged to be a more active ally to colleagues within our Black, Asian and Minority ethnic communities. We are working with our partners to ensure we continue to encourage more aspirant BAME leaders onto our training and in our SLE team. We are also working to ensure our CPD offer addresses diversity and anti-racism in our work.

I am keen to spread an awareness of the issues around racial and cultural diversity in education. I hope you will find the **CPD training** we have organised useful and we welcome your contributions and suggestions moving forward on this important issue. In this newsletter you will find some additional updates from our network and resources that we hope you will find useful.

Lisa Fathers

Director of Teaching
School & Partnerships

@lisafathersAFL

lfathers@aggs.bfet.uk



Race and Diversity CPD

Thursday 8th July (10am - 12pm)

Race and Diversity Introductory CPD Offer

Alliance for Learning in partnership with Leeds Beckett bring you Professor Vini Lander's session **'Let's talk about race'**.

This CPD session will:

- Develop participants knowledge and understanding about race and racism.
- Support participants' identification of their own starting points with respect to race and racism.
- Develop participants to move from their identified starting points.
- Support participants to identify actions to establish more inclusive institutional processes.
- Develop participants' understanding of white privilege and how it manifests itself.
- Support participants to identify actions to decolonise the curriculum.

We ask staff to [read these texts](#) before the session.

[Book onto the CPD offer >>](#)

The Chartered College Webinar

Present findings from a scoping review on the links between Multilingualism in the family and child well-being by:

- | | |
|-----------------------|---|
| Dr. Lisa-Maria Muller | Education Research Manager, Chartered College of Teaching |
| Bavaani Nanthabalan | Executive Headteacher, Netley Primary School |
| Dr. Marcelo Staricoff | Author, Director and Consultant, JONK Thinking and Learning |

CHARTERED
COLLEGE OF
TEACHING

[Chartered College webinar >>](#)

Diverse Ed Discussion

You can view a discussion about leadership from Diverse Educator online here:

[Diverse Ed Discussion >>](#)



**BLACK
LIVES
MATTER**

Useful resources

We have a selection of films that can help start a conversation about race and racism.

We have also signposted organisations who are working to reduce racial inequality. We hope these are useful resources for teachers and for parents to use as part of ongoing discussions about race with students.

White Privilege: Unpacking the Invisible Knapsack Peggy McIntosh

Peggy McIntosh is associate director of the Wellesley Collage Center for Research on Women.

This essay is excerpted from Working Paper 189. "White Privilege and Male Privilege: A Personal Account of Coming To See Correspondences through Work in Women's Studies" (1988), by Peggy McIntosh.

[Selection of films >>](#)

The BAMEed Network

The BAMEed Network works in response to the continual call for intersectionality and diversity in the education sector. It is a network for Black, Asian, minority ethnic and white educators to work together to address bias in the education system.

Their website includes resources, reading lists, support and a list of high quality education speakers for events.

[Website >>](#)

The Black Curriculum

The Black Curriculum is a social enterprise founded in 2019 by young people to address the lack of Black British history in the UK Curriculum. Programmes are for all young people aged 8-16. They aim to equip young people with a sense of identity and the tools for a diverse landscape.

[Website >>](#)

With Insight Education

With Insight Education aims to create a top 1/3 ranked university landscape where the representation of black-heritage students is truly reflective of the potential available. The Insight2Uni e-mentoring programme is a transformational programme aimed at high potential black-heritage A-level students.

[Website >>](#)

The Institute of Race Relations

The Institute of Race Relations (IRR) was established as an independent educational charity in 1958 to carry out research, publish and collect resources on race relations throughout the world. Today, the IRR is at the cutting edge of the research and analysis that informs the struggle for racial justice in Britain, Europe and internationally. It seeks to reflect the experiences of those who suffer racial oppression and draws its insights from the most vulnerable in society. For educational resources and [more visit here](#).

Target Oxbridge

Target Oxbridge is a free programme that aims to help black African and Caribbean students and students with black African and Caribbean heritage increase their chances of getting into the Universities of Oxford or Cambridge. Visit [their website](#) here for more information.

Student Event

Kids of Colour provides a platform for young people of colour to explore race, identity and culture, and to challenge the everyday, institutionalised racism that shapes their lives.

Please do share the opportunity with your students:

If you are a young person of colour, aged 24 and under in the UK and would like to get involved in the project, join this meeting to find out more.

Kids of Colour will send a zoom link out nearer the time.

Parents or guardians are welcome with/on behalf of young people.

[Register here >>](#)



Anti-racism Reading List:

Hannah Tyreman at the Chartered College, who is part of the BAMEed Network steering group, has compiled an anti-racism reading list.

[Reading list >>](#)



A school perspective from Cedar Mount Academy

Cedar Mount Academy's head boy and head girl (2020) Daniel and Blumartha demonstrated true leadership when they published an open letter recently in support of #Blacklivesmatter. [Read the full letter >>](#)

Students at the school in Gorton also produced an insightful video on why black history should be included in the curriculum and shared [this via social media >>](#)

Laura Morris

Head of Religious Studies (RS) and Citizenship at Cedar Mount Academy explains more about the school's approach:

"While we celebrate Black and Asian History Month, as well as International Roma day, our commitment to anti-racism goes beyond this. In RS and Citizenship, we teach students the important messages from Martin Luther King, Rosa Parks and Malcolm X, and in addition to US Black history, we also explore the British Civil Rights movement, with students learning about the Bristol Bus Boycotts, Olive Morris and Darcus Howe.

"Students are taught in depth about white privilege and structural racism, with Year 8 learning about topics including Jane Elliott's eye colour experiment and the institutional racism that dominated the handling of Stephen Lawrence's murder. Year 9 learn about Katherine Johnson and the other pioneering Black women at NASA, and Year 10 about the importance of representation and the power of speaking up, through the examples of Black Panther, Colin Kaepernick and Doreen Lawrence OBE.

"One of the highlights of Black History month is 'Traditional Dress Day' where we celebrate Black culture through music, food and clothes. In RS and Citizenship, the usual curriculum is paused and the lessons are dedicated to Black history, anti-racism and Black culture. Other subject areas also teach at least one related lesson. It's promoted in the library and students are encouraged to read from the vast collection of Black authors on offer. This year, students went on a trips to the University of Manchester to listen to a lecture from David Olusoga and to Central Library to take part in workshops on Afro-futurism, natural Black hair and to watch a Queens of Sheba theatre production. We also had visits from academics at the University of Manchester and the Natural Hair Society."



school diversity week
Taking place between 22nd - 26th June
there are lots of ideas and activities for
students on their website.
www.justlikeus.org/sdw