

WHAT DO WE WANT TO ACHIEVE?

Learning (Racial literacy):

- To develop young people and school (and LA) staff who are aware of their unconscious racial bias and work to be actively anti-racist - a positive force for social justice
- To develop school curriculums that are fully inclusive of people of colour and their role in British history and culture, and in subjects across the curriculum, and which present a positive and rounded picture of Black, Asian and Minority Ethnic people
- For children and school (and LA) staff to understand the history that has led to today's multi-racial Britain, and the presence of people of colour in Britain throughout our history
- For children and school (and LA) staff to understand the ways in which racism works and the history related to it.

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Outcomes for children, staff and parents:

- For children from all racial groups to achieve at least as well as White British children, and to leave our schools confident and articulate
- For children from all racial groups to receive, proportionately, no more sanctions for behaviour, and exclusions, than White British children
- For all children, staff and parents to feel comfortable and happy in our schools and able to be their authentic selves – part of the school community

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Workforce:





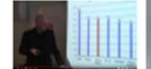



- For our children to be taught by a racially diverse teaching staff
- For a representative proportion of our schools to be led by Black, Asian and Minority Ethnic headteachers, senior leaders and governors so that school provision is shaped by people of colour, and Black, Asian and Minority Ethnic children have leadership role models

PRINCIPLES FOR OUR WORK, AND OUR KEY MESSAGES FOR SCHOOLS

We are...

- Engaging in this work with a genuine desire to effect change, mindful that doing this work without careful thought and genuine commitment risks causing further harm to Black, Asian and Minority Ethnic school staff and children
- Taking a long-term approach, beginning with staff learning, reflection and discussion as an essential foundation for this work
- Starting small and slow
- Focussing on a few key priority actions that will really make a difference
- Working with colleagues who are keen and interested (thinking in terms of growing a movement)
- Ensuring we support and empower staff and pupils of colour
- Working in partnership with Black, Asian and Minority Ethnic school staff, and others who have particular expertise in this area, listening to and learning from them

Racial Literacy – Useful References

<p>Putting Racism on the Table: Robin DiAngelo on White Privilege A very articulate and thorough examination of the question 'what does it mean to be white?' https://youtu.be/3h-w8t1t0p4</p>	 
<p>White Fragility: Why it's so hard for white people to talk about racism. Robin DiAngelo explains the phenomenon of 'why it's so hard for white people to talk about racism', and discusses how white people can develop their capacity to engage more constructively across race. https://www.youtube.com/watch?v=a5d4g9u8uU</p>	 
<p>Racism, Education & Policy Professor of Critical Race studies, David Gillborn, talks about how colourblind policy operates in the UK education system. https://youtu.be/6d7h0e3jvU</p>	 
<p>Professor Thistle Rose: How structural racism works The connections between policies and practices in housing, education and other key spheres of society are examined to reveal the intersectional and compounding effects of systemic discrimination as a significant force in society today. https://www.youtube.com/watch?v=3C8TWW81QJ4</p>	
<p>Tim Wise: White Like Me In this insightful film, race and racism in the US is explored through the lens of whiteness and white privilege. https://www.youtube.com/watch?v=yUj_V5ahQ5Y</p>	

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 education and action for a fair and sustainable world