Racial Justice, Equality and Diversity:   
*Practice in Schools*

**School Context:**

*Following the death of George Floyd in 2020 I began sharing some of my husband’s experiences as a black Caribbean man in London with the school staff and parents. It prompted a very positive response and a desire to ensure equality. My school is majority White British/European with a small (but increasing) minority of black children/families. We felt it important to educate everyone about how to be anti-racist.*

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| **What have we done:**   * Invited Marva Rollins in to school to do what was called a “BAME review” (this was organised with Haringey Education Partnership). This involved initially completing an audit (I have permission to share the blank if you’re interested). She met with staff, governors, parents and children * Drew up an action plan (after Marva’s visit) * Reviewed all our library books and found them woefully lacking in terms of reflecting our children – our PTA have given us several £1000 to improve this (but there’s more to be done) * Chose books for every year group for English lessons which reflect black/ethnic minority authors/heroes * Reviewed our curriculum (all subjects) in terms of significant people and ensured black British people are referenced (avoiding just Rosa Parks and Martin Luther King which can frequently be the “go-to”!) * Took part in “show racism the red card” day in October (3 years running now) * Celebrated “World Afro Day” in Sept (helped by my 3 daughters) * Looked at images around the school, images on assembly PowerPoints eg black saints on 1st Nov, black images of Mary during May, the nativity etc * Elected a link governor who is leading work with parent groups * Joined the Diocesan RJED group (Headteacher) * Attended Paul Miller training, anti-racism training and had an Inset day with Karen Brooke from Oshun (school staff) | **Valuable learning from this process:**   * Be open about what you don’t know * Ask what is appropriate language to use if you’re not sure * Use personal experiences as much as possible (if not you, another staff member, parent, visitor) – I’m lucky I had my husband’s family and daughters to reference in order to try to educate white people what life can be like (many didn’t believe the true life stories I told, “surely not in this day and age??”) * Don’t touch afro hair of people you don’t know or without asking and make sure you educate others to do the same * Recognise there is bigotry everywhere and continue educating and talking and reviewing what we do/teach/show. * Try not to get cross when people say, “but white lives matter too/don’t ALL lives matter?” as these people need educating * Don’t do “Black History Month” and think your work is done! |
| **Our next steps:**   * Purchase more art work/statues for around the school to reflect a more ethnically diverse range * Agree an RJED policy for school * Continue to improve the curriculum for EVERY subject and buy more, more, more books! * Hope to encourage greater diversity on the staff and governing board | **Useful links/resources:**  [*https://www.st-monicas.enfield.sch.uk/show-racism-the-red-card/*](https://www.st-monicas.enfield.sch.uk/show-racism-the-red-card/)  [*https://www.theredcard.org/*](https://www.theredcard.org/)  [*https://www.worldafroday.com/the-big-hair-assembly-2022/*](https://www.worldafroday.com/the-big-hair-assembly-2022/) |