

Racial Justice, Equality and Diversity:

**School Context:**Over the past two years school leaders and teachers and governors have worked together to ensure our children are provided with a rich, relevant and representative curriculum. As a school community with a large Black and Global majority community, all stakeholders felt it important that what our children are taught reflects and inspires them. We were keen to ensure children see themselves represented in their lessons and in resources and that what is taught provides them with a sense of belonging and identity.

*Practice in Schools*

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| **What have we done:*** Audited the current provision and created an action plan based on our findings
* Included this in part of our School Development Plan
* Organised staff training and CPD
* The curriculum has been diversified to include more Black history throughout the year.​ (This includes studying key figures from Black British history when studying key events in history and some key event in Black British history)
* Appointing TLR post holder and Link Governor for Diversity in Curriculum
* Consult and collaborate with parents and families
* Ensure classrooms represent cultural diversity and provide a range of books.​
* Providing more exposure to positive, current and British Black role models.​
* Numerous days throughout the year celebrating significant people and cultures.
* Increasing opportunities for pupil voice and leadership through ‘Leaders for Change’
 | **Valuable learning from this process:*** Start by auditing current provision
* Start small, focus on a few key areas but do them thoroughly
* An action plan is essential
* Accountability and shared responsibility: ensure every stakeholder group has a role/target so that this a job for everyone not just curriculum leads or SLT
* Use resources already available, no need to reinvent the wheel!
* Educate yourself, read books, listen to podcasts etc – knowledge is power!

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| **Our next steps:*** Finalise our policy and send to FGB for ratification - share with all stakeholders
* Ensure policy is embedded so that this is not a ‘standalone’ piece of work. RJED runs through all aspects of school life
* Promote RJED principles through visits, visitors to the school etc
* Monitor and evaluate action plan, consider actions for next academic year
 | **Useful links/resources:****RESOURCES**<https://education.rcdow.org.uk/re-catholic-life/racial-justice-equality-and-diversity/resources/>**TRAINING** <https://education.rcdow.org.uk/re-catholic-life/racial-justice-equality-and-diversity/cpd-and-events/> |