

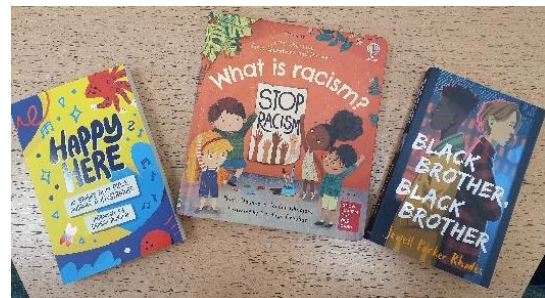


Racial Justice, Equality and Diversity: *Practice in Schools*



School Context:

We at St Peter & St Paul dream of the day when we can achieve true representation in our school. We felt that for many pupils, the arrival into primary school will be their first major opportunity to experience diversity, bringing with it the potential to meet peers and school staff who represent different backgrounds from their own. There was a strong desire to embrace and reflect our whole school community through introducing changes. This has been further heightened by the 'Black Lives Matter' movement. For the last three years all stakeholders have worked together to ensure our children are provided with an enriched curriculum and a school environment which reflects our diverse school community.



What have we done:

- All staff given the book 'Why I'm no longer talking about race' by Reni Eddo – Lodge as a starting point for them to read, digest and reflect on the powerful content within the book and then to discuss their thoughts on identity and race and what this means for the school community. INSET September 2020
- Training provided by the LA on unconscious bias November 2020
- Further staff training and CPD (Diocesan Training)
- Audit of current provision i.e. curriculum, books, pictorial representation, resources etc.

Valuable learning from this process:

- Opportunities for all stakeholders in school to tell their story. Everyone has a shared responsibility and role to achieve true representation not just leadership or curriculum leads
- audit current provision
- Important to find out views of children and school community
- Create an action plan in order to have a record of points for development and when achieved
- Make work manageable - teach yourself about diversity with extracts and books etc. Retrain your mindset to always leave space for different experiences, abilities and faces etc.

- Pupil and Parent/Carer Questionnaire on what they would like to see reflected in the curriculum and school environment
- Created action plan and included in the School Development Plan
- New diversified curriculum across most subjects launched September 2021
- Donation from local business to ensure classrooms represent cultural diversity. We were able to purchase a range of books for all classes.
- Providing more exposure to positive, current British Black role models. Images and contributions are around the school
- Bespoke History timeline reflecting diverse History themes painted by artist
- Recruitment of diverse staff
- Recruitment of diverse governors

- Don't be nervous about getting things wrong or causing offence. Ask for advice from colleagues or someone in your wider circle. By working on our own understanding, we can quickly make a difference to those around us.
- Take a few key areas to begin with but do them thoroughly e.g. diversify the curriculum in a meaningful way - not merely as a bolt on
- Take your existing curriculum and work with it.
- Ensure the school environment reflects your school community i.e. representation in literature, display etc.

Our next steps: 2024 -2025

- Sharing our pledge with the Governing body and asking for their input
- Appointing Link Governor for RJED
- Ensuring policy and work around RJED is on the new website
- Ensure RJED runs through all aspects of school life
- Evaluate curriculum make necessary changes if needed
- 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/>