

Black Lives Matter June 2020

This document is a starting point for schools to think about their responses to the recent BLM issues.

Institutional racism definition:

‘The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racial stereotyping’ The Macpherson Report 1999

The National Strategies guidance document (2007) built on lessons learned from pilot programmes based on 100 schools in 25 local authorities.

The document set out the key principles for change as follows:

- strong and determined leadership
- high expectation of all pupils
- tackle achievement gap between groups of students
- celebrate diversity and promote a sense of belonging for all students
- take a strong stance on racism
- include Black culture explicitly in the curriculum
- promote motivational peer and adult academic mentoring
- establish real partnerships with parents, carers and the wider community
- establish preventative rather than punitive behaviour systems
- discuss openly race issues and ethnic diversity within lessons and as an integral part of whole staff professional development

Extract from: Ensuring the attainment of Black pupils (national strategies secondary 2007)

Recommended actions:

- review of curriculum to ensure diversity
- enable students to research, understand and raise awareness of causes that matter to them (both within the curriculum and extra-curricular)
- training for staff to ensure they are able to meet the needs of all pupils - educationally and pastorally
- actively encourage recruitment of staff, and invitation of external speakers to reflect the aspirations and diversity of the community
- seek involvement from those within the school community to help plan the above, and hold leaders to account

SELF EVALUATION GRID Secondary

Extract from: Ensuring the attainment of Black pupils (national strategies secondary 2007)

Aspect	Evidence of practice		
	Well established	Developing	Not yet in place
Leadership and management			
School leaders and governors have a good knowledge and understanding of the Equality Duty 2010			
Senior leaders have the confidence and knowledge to deal effectively with issues related to racism			
Culture and ethos			
The school actively secures representation of the Black community at all levels of teaching and non-teaching staff.			
The school creates opportunities to hear the views of Black students for example through focus groups and questionnaires.			
Racist incidents are closely monitored and systems are on place to ensure good relations between all students and teachers.			

Aspect	Evidence of practice		
	Well established	Developing	Not in place
Leadership and management			
Classroom and corridor displays reflects the experiences and heritage of black students.			
Black students state that they are treated fairly, feel valued, respected and 'belong' to the school.			
Developing relationships			
The school actively develops links and effective partnerships with the Black community e.g. supplementary schools, local art groups, religious organisations, local businesses.			
Teaching and learning			
Subject resources and schemes of work reflect the histories, experiences and culture of black students			
School library resources reflect the histories, experiences and culture of black students			
Engagement ,support and intervention			
Black students are not over-represented on the SEN register as a whole or within any specific disorder such as SEMH			

Resources to support practice in schools

1. Useful organisations

- Show Racism the Red Card (SRtRC) - <https://www.theredcard.org/education>
SRtRC is the UK's largest anti-racism educational charity. In addition to the direct education of young people and adults, SRtRC produces educational resources, to challenge misconceptions, stereotypes and negative attitudes in society.
- EqualiTeach - <https://equaliteach.co.uk/?s=anti+racism>
Equaliteach is a not-for-profit organisation providing high quality, interactive training and support on issues of equality, diversity and inclusion. They have also devised an Equalities Award scheme that allows schools to build on their commitment to equality over time.
- The Runnymede trust - <https://www.runnymedetrust.org/about.html>
Runnymede is the UK's leading independent race equality think tank. They generate intelligence to challenge race inequality in Britain through research, network building, leading debate, and policy engagement.

2. Useful links

- Research from Lambeth
https://www.lambeth.gov.uk/rsu/sites/www.lambeth.gov.uk/rsu/files/the_achievement_of_black_caribbean_pupils_-_good_practice_2017_0.pdf
- National strategies documents :
https://www.egfl.org.uk/sites/default/files/School_effectiveness/equality/EMA/National%20Strategies-%20Excellence%20and%20Enjoyment%20learning%20and%20teaching%20for%20Black%20children%20in%20the%20primary%200years.pdf
- The Runnymede trust report into Race and Racism in English Secondary Schools (copy in folder)
<https://www.runnymedetrust.org/uploads/publications/pdfs/Runnymede%20Secondary%20Schools%20report%20FINAL.pdf>

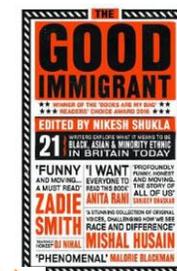
3. Exploring Racism with students

There is a wide range of resources to support schools in working with students around the issues raised by the Black Lives Matter movement. These are sensitive subjects and any materials should be used carefully and with consideration.

- Show Racism the Red Card resource - <https://www.theredcard.org/shop/show-racism-the-red-card-film-amp-education-pack> (£20)
- Equaliteach Reject Racism resources - <https://www.equaliteach.co.uk/for-schools/classroom-resources/reject-racism/>
This website also provides a booklist to support schools in developing diversity in the texts they share with KS3&4 pupils.
<https://equaliteach.co.uk/wp-content/uploads/2017/08/Reflecting-Diversity-in-the-Classroom.pdf>
- New EAL friendly Black History resources for pupils - <http://www.collaborativelearning.org/historyblack.html>

4. Background reading/resources for school staff and governors

- **The Good Immigrant**: edited by Nikesh Shukla
- **Anti-racism**, fixed growth mind set (copy in pack)
- **Equaliteach Reject Racism** resources <https://equaliteach.co.uk/for-schools/classroom-resources/reject-racism/>
- **Representation is not Decolonisation** https://theteach_erist.com/2020/06/02/representation-decolonise/
- **Anti-racism resource for beginners** <http://antiracismforbeginners.com/>
A compilation of resources for those approaching ant-racism work for the first time.



- **News reports**

- Guardian news article - *Three ways for UK to improve their race relations now*
<https://www.theguardian.com/education/2020/jun/23/three-ways-for-uk-schools-to-improve-their-race-relations-now>
- Channel 4 news - *Black bank manager to sue Metropolitan Police for racial discrimination*
<https://www.channel4.com/news/exclusive-black-bank-manager-to-sue-metropolitan-police-for-racial-discrimination-after-26-month-nightmare>

- **Podcast:** 'Have You Heard George's Podcast?' by George the Poet - <https://www.georgethepoet.com/>

- **The following television programmes** are worth watching to develop staff subject knowledge about Black British history. These are currently shown on iPlayer. It is worth keeping an eye on the 'Black & British' pages on iPlayer as other previously aired programmes are made available.

- **Black and British – A Forgotten History** – <https://www.bbc.co.uk/programmes/b082x0h6>

Historian David Olusoga explores the enduring relationship between Britain and people whose origins lie in Africa. These four episodes cover the history of Black Britons and the shaping of black British identity. They reveal the lives of Black Romans; a black trumpeter of the Tudor courts; a Georgian boxing star; the black sailors who fought for Britain at Trafalgar and two world wars; the transatlantic slave trade, the abolition of slavery and the cotton famine; Windrush; three African kings who stood up to empire and founded a nation; through to life in the 20th century Britain. The series can also be found on YouTube: <https://www.youtube.com/watch?v=jk0Xg8jKiD4>



- **Alt History** - <https://www.bbc.co.uk/programmes/p07dkx93>

Writer and historian David Olusoga presents a series of short films exploring critical moments in Black British history from 1919 that have been forgotten or rarely discussed.

- **Back in time for Brixton** <https://www.bbc.co.uk/programmes/b083xxj0>

Documentary following a family who give up their modern lives for one summer to experience what life was like for Caribbeans who immigrated to Britain in the postwar period.



- **Whoever heard of a Black Artist? Britain's Hidden Art History** - <https://www.bbc.co.uk/programmes/b0bcy4kd>
Brenda Emmanus follows acclaimed artist Sonia Boyce as she leads a team preparing a new exhibition at Manchester Art Gallery highlighting artists of African and Asian descent who have helped to shape the history of British art.
- **The Colony (1964)** - <https://www.bbc.co.uk/programmes/p055t73r>
Philip Donnellan's Birmingham-based film gives a voice to West Indian immigrants who movingly describe their experiences of trying to integrate into a surprisingly unwelcoming 'mother country'. Shot in 1964 the film provides an important snapshot of Britain in the early stages of momentous social change and first-generation Afro-Caribbean immigration.
- **Black is the new Back** - <https://www.bbc.co.uk/programmes/b082psd8>
Over four episodes, exceptional figures from politics, business, sport, science and more share their insights into being black and British today, how they got where they are, and thoughts on what the future holds.
- **The Forgotten Soldiers of Empire** – <https://www.bbc.co.uk/programmes/b04dh242/clips>
Stories of the millions of Indian, African and Asian troops and ancillaries who fought during World War I.

