

ST AIDAN'S ANTI-RACISM ACTION PLAN

MARCH 2023: REVIEW OF PROGRESS



LEADERSHIP

Review and improve the processes

Our Deputy Head Michael Speed is the new SLT champion, attending regular sessions with HEP and Bryony Howe the link governor.

Increase the diversity of our teachers and leaders

Use blind shortlisting for posts going forward.



TEACHING & LEARNING

Anti-racist work through changes to our curriculum, resources and teaching methods

Visibility of new resources e.g. books written by authors of colour or with central characters of colour.

Create space to talk about a range of experiences from people of colour (Pathway Visioning)

<https://staidansprimaryschool.org.uk/parents/useful-links/>

A staff INSET day for all primary schools in October 2022 provided an opportunity to discuss race, ethnicity and the psychological harm caused by racism.



POWER & VOICE

Pupil sense of belonging

Create more cultural days and international evenings which families can attend.

Targeted pupils now attend the NIA Academy

Improvements have been noticed at school in engagement and writing.

Develop a model of evaluation

Going forward we aim to identify links between racism and wellbeing, with the help of year 6 exit-interview data.

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WELLBEING & BELONGING

Embed an anti-racist approach

Michael and Kate monitor gold awards by ethnicity fortnightly.

Ethnicity has been added to school surveys

Making school surveys more inclusive.

Secondary School transition monitoring

SENCO follow up for targeted children after secondary school transfer, to ensure they do not get 'lost' in the system.



PREVENTING RACISM

Develop clearer processes and procedures

Continue to monitor processes when responding to incidents, including microaggressions.

Reporting incidents

One reported incident of possible racist language this year.



COMMUNITY

Improve communication

Particular community leaders offered support on our statement: noted a Rabbi visited earlier this year

Communicate actions with parents

Consider the cultural differences when communicating with families and members of the community.

2023 onwards - Develop a long-term plan (e.g. 3-5 years) with the working group, Michael Speed our Deputy Head and Kate Stevens our Headteacher.