



The Race Awareness Group

24.11.23





Vision

Our vision is that our pupils and or members of our community will only judge others, and allow themselves to be judged, on their hard work, achievement and character, and not by the colour of their skin, both now and in the future.

Aims

- Our pupils and staff will develop the knowledge, skills, confidence and motivation to recognise and tackle racism actively, wherever they encounter it.
- Our school will have the best possible systems, processes and cultures to prioritise, review and improve our anti-racist approaches; and that it will gain a reputation for the quality of its anti-racist approach.
- Other members of our school community such as parents and community leaders will be motivated and inspired to stand and act with us.

Updates:

- *Class assemblies*
- *Displays*
- *Cultural Day*
- *Headlines - communication*
- *Meeting invitations*
- *Attendance at meetings*
- *New name*
- *Training for SLT and all staff*
- *Parent support*

How to speak to children about race

- **TALK ABOUT IT** - don't shush or shut them down if they mention race.
- **BE PROACTIVE IN HELPING** - helping them build a positive awareness of diversity.
- **ADDRESS THE FEELINGS & FIGHT IT** - when a child experiences prejudice, grown-ups need to both address the feelings and fight the prejudices.
- **FACTS AND FOCUS** - you don't have to avoid topics like slavery or the Holocaust. Instead, give the facts and focus on resistance and allies.
- **INTENTIONALITY** - expose children to wider media eg. books, language etc.



“Every child and young person in Haringey matters. Every child and young person deserves the best life chances, especially when they face additional barriers due to ethnicity and disadvantage. It is everyone’s responsibility to make this a reality and create the equality of opportunity we want to see.”

Raising Black Caribbean and BAME Achievement

Our school is committing to:

1. A champion for Black Caribbean and BAME on the Senior Leadership Team
2. A lead governor for Black Caribbean and BAME achievement
3. Completing a self evaluation and sharing the results with governors
4. Leaders to set stretching attainment targets, lead 'difficult conversations' and commit to a whole school focus
5. Identifying Black Caribbean and BAME achievement in our School Improvement Plan, with regular progress updates and an annual report to governors
6. Releasing staff to attend and disseminate specific CPD
7. Supporting transition arrangements for vulnerable BAME young people
8. Engaging BAME parents' views at school and providing positive parenting support



Racial Equity Pledge

2023 - 2025



“ Every child and young person in Haringey matters. Every child and young person deserves the best life chances, especially when they face additional barriers due to ethnicity and disadvantage, particularly our Black Caribbean young people. It is everyone’s responsibility to make this a reality and build a culture of belonging.”

is committing to:

1. A champion on the Senior Leadership Team and a lead Governor for the racial equity pledge
2. Completing a self-evaluation, undertaking a school review and working towards a recognised anti-racism award
3. Leaders setting stretching attainment targets, leading 'difficult conversations' and committing to a whole school focus, especially for Black Caribbean children
4. Identifying racial equity in our School Improvement Plan, with regular progress updates and an annual report to governors
5. Supporting staff and governors to attend and disseminate CPD on racial equity
6. Supporting transition arrangements for vulnerable young people from ethnic minorities
7. Engaging parents' views at school and providing positive parenting support
8. Being an active advocate for racial equity within and beyond Haringey, learning and sharing together

