



Anti-Racism and Race Education Action Plan 2020/21

| What | Details | Who is responsible | When |
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| <p>Reviewing our curriculum to ensure we teach about race and racism appropriately and contribute to the movement for change. "Our school curricula should provide the space for students to engage knowledgeably with the unfinished history of diversity, difference, oppression and exclusion."¹ Ensuring that our curriculum provision reflects the diversity of the school and British society more widely.</p> | 1. Make the implementation of this action plan part of the school's covid-recovery plan for 2020/21. | GIL | Sep 20 |
| | 2. Make curriculum change to deliver this plan a possible appraisal target for staff, alongside covid-recovery | CLR | Sep 20 |
| | 3. Offer training in inclusive curriculum planning to staff. | FAH, CLR | During 2020/21 |
| | 4. Each department to take responsibility for reviewing its curriculum and its approach. Curriculum reviews will include, amongst other things: | HoDs | During 2020/21 |
| | (a) Reviewing the citizenship curriculum to ensure students are explicitly taught about race, white privilege, racial discrimination and equal rights. | HUM | During 2020/21 |
| | (b) Reviewing the history curriculum at KS3 to ensure students explore issues of colonialism and oppression. | DSN | During 2020/21 |
| | (c) Reviewing the curricula in dance, drama, music, art, technology and English to ensure they include and celebrate the creative contribution of individuals from diverse backgrounds. | Relevant HoDs | During 2020/21 |
| | (d) Reviewing the approach to teaching aspects of the curriculum to ensure it is sufficiently inclusive and sensitive to issues of race. | HoDs | During 2020/21 |
| | (e) Review the Year 12 and 13 form time programme to ensure sixth formers are explicitly taught about race, white privilege, racial discrimination and equal rights. | GAV, Y12 & Y13 STs | Summer 21 |
| 5. Embed Black History Month within schemes of work in every subject, assemblies and form time. [Note that the themes of diversity and race should be addressed throughout the year, not just in October, but BHM is an important way to highlight the contributions and achievements of historical BAME figures.] | COP, HoDs, STs, FTs | Oct 20 | |

¹ Dr Kevin Stannard, Director of Innovation & Learning, GDST <https://www.gdst.net/news/all-subjects-must-embrace-diversity-and-at-all-ages/>



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| | 6. Conduct a curriculum audit to map how each subject has addressed these issues. Identify any gaps to be addressed in 2021/22. | COP | Jun 21 |
| | 7. Ensure that the library is stocked with books which include characters from diverse backgrounds. | HDG | During 2020/21 |
| | 8. Increase the diversity of speakers who come into school, particularly those who speak to students about careers. Seek the support of our alumni. | GAV, GLB, DVN | During 2021 |
| Work closely with students to determine and implement change. Ensure stakeholders are aware of what is being done. | 9. Consult with staff and students (via Student Council) regarding the content of this plan. | GIL | Autumn 20 |
| | 10. Share the plan with governors, students, parents and alumni. | GIL | Autumn 20 |
| | 11. Share the curriculum audit with students and seek their feedback. | COP | Jul 21 |
| | 12. Ensure appropriate communication through our website of our aims to increase diversity within our staff body. | GIL | Autumn 20 |
| Addressing incidents of racism, racial micro-aggressions and bias within our school. | 13. Ensure that students are aware of the school's expectations. Educate students about respecting difference, and what constitutes 'micro-aggressions' and racism. | OGU, HUM | During 2020/21 |
| | 14. Ensure the systems for reporting incidents are well-publicised and accessible. This will include: | OGU | During 2020/21 |
| | (a) Use of an online reporting system, should students choose to use it | OGU, WGT | During 2020/21 |
| | (b) Review the policy and procedure for dealing with racist incidents | OGU | During 2020/21 |
| | (c) The appointment of named member of staff to whom racist incidents and related concerns can be reported. | GIL | During 2020/21 |
| | (d) The establishment a protocol for enabling this named member of staff to monitor and review investigations into allegations of racism. | OGU | During 2020/21 |
| | 15. Set up a student support group, where students can explore issues of race with their peers. | GAV | Spring 20 |
| | 16. Ensure all staff receive appropriate training on race and diversity | CLR | Nov 20 |
| | 17. Work with BFET to improve diversity in staff recruitment, including the use of anonymised screening at the shortlisting stage, as well as other measures. | GIL, WMS | Through out 20/21 |