

Anti-Racism and Race Education Action Plan 2020/21 - Reviewed

What	Details	Who is responsible	RAG* 2021	RAG 2022
<p>Reviewing our curriculum to ensure we teach about race and racism appropriately and contribute to the movement for change.</p> <p>“Our school curricula should provide the space for students to engage knowledgeably with the unfinished history of diversity, difference, oppression and exclusion.”¹</p> <p>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	Continued in 2021/22 – in the school development plan
	(a) Reviewing the citizenship curriculum to ensure students are explicitly taught about race, white privilege, racial discrimination and equal rights.	HUM	During 2020/21	Continued in 2021/22
	(b) Reviewing the history curriculum at KS3 to ensure students explore issues of colonialism and oppression.	DSN	During 2020/21	Continued in 2021/22
	(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	Continued in 2021/22
	(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	Continued in 2021/22
	(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	Continued in 2021/22
	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	Now part of the curriculum annually.

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

	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	To be completed in 2021/22 – in the school development plan
	7. Ensure that the library is stocked with books which include characters from diverse backgrounds.	HDG	During 2020/21	Ongoing focus each year
	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	During 2021	More to be done in 2021/22 – in the school development plan
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	Continue to raise awareness in 2021/22 and ongoing for new students
	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	Diversity ambassadors appointed autumn 2021
	16. Ensure all staff receive appropriate training on race and diversity	CLR	Nov 20	

	17. Work with the Trust to improve diversity in staff recruitment, including the use of anonymised screening at the shortlisting stage.	GIL, WMS	Throughout 20/21	
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*Green = achieved; amber = partially achieved; red = insufficient progress