



Promoting Racial Equality in Schools

Education Advisory Panel – 30th March 2022

Catherine Redgrave – School Improvement Manager

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP

In June 2020 and following the murder of George Floyd, Maria Miller, Member of Parliament for Basingstoke, launched an inquiry into the lived experiences of the BAME community in Basingstoke.



Regarding education, the inquiry reported that:

- Schools were described as ‘often weak’ in their handling of racist abuse
- Schools sometimes dismiss verbal abuse as insignificant
- Lower expectations of students based on race
- Stereotypical assumptions about pupils’ abilities based on race
- Teaching of Black history could be improved – not just focused on slavery

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP

B&DIDP was formed



- **Overarching Aim:** Through a school's focus on equality and diversity, schools will develop further into places where people genuinely feel that they belong and, as a result, they will develop a strong and positive sense of self and an appreciation of their uniqueness and identity.

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP

Focus for 2021 – 22: Race Equality Education



Aims: All children and young people in Basingstoke and Deane are educated in a welcoming, optimistic, and diverse community with a secure sense of their own cultural identity and a sense of belonging; where cultural difference is celebrated, and everyone can make a significant contribution.

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP



Actions taken

- Leadership group formed
- Launch in June 2021
- Commitment document created
- Self evaluation tool produced
- Annual conference established – October '21
- Training offered
- Focus for 2021/22 on racial equality
- Curriculum working party established
- Focus during the annual visit to schools

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP

Allyship



- Using my insider status to challenge prejudice and discrimination.
- To not use my position this way is to uphold prejudice and that is unacceptable
- We need allies to change the order of society
- Many minority groups feel isolated, and it is a stressful feeling to be on your own
- Knowing you have allies helps your sense of well being
- Cannot be the responsibility of one group/individual in society
- We need to leverage our privilege to bring about change

allyship:

“A LIFELONG PROCESS OF BUILDING RELATIONSHIPS BASED ON TRUST, CONSISTENCY, AND ACCOUNTABILITY WITH MARGINALIZED INDIVIDUALS AND/OR GROUPS OF PEOPLE.”

- FORBES



PLANOLY

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP

Impact so far ...



- 89% (65/73) of schools in B&D have engaged in some way with the partnership
- Basingstoke schools from 52% nil return in 19/20 to 38% nil return in 20/21
- The resources and approach used in the B&DIDP have been disseminated across the county
- There are fewer schools reporting a 'nil return' for racist incidents, particularly in those districts where this work has been promoted
- Ofsted recognising the work

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP

Next steps for B&D schools



- Stop and Search Advocates in B&D secondary schools
- Primary Education and Rights Advocates (EARA) groups established across the district
- Curriculum development that includes knowledge specific to the communities served by the schools in Basingstoke
- Develop resources that can be used across primary and secondary phases to promote family discussion and keep parents informed
- Ideas for Primary/Secondary siblings to recognise they are working together
- 2nd Annual Inclusion and Diversity conference – curriculum development

BASINGSTOKE & DEANE INCLUSION & DIVERSITY PARTNERSHIP