



# EDUCATION 4 CHANGE

## BULLETIN 2

July 2020

The E4C Team wants to take this opportunity to thank all leadership teams that have shared and distributed the bulletin within their schools. The E4C Team has been overwhelmed with the engagement and support of educators in Newham and beyond.

The purpose of the E4C Bulletin is to offer Newham school educators a vehicle to keep conversations going about anti-racism in a safe and focused way. Some schools have already elected E4C ambassadors to lead on these discussions.

Please share this bulletin with your staff team.

### *What's happened since the last bulletin?*

1. **Working group** of 15 HTs shared their hopes and commitment for the changes that we must make in education.
2. **Smaller group** (cross phase) of 7 HTs met to firm up E4C Project proposal - agreement on BLM statement for Education Dept; agreement on the power of human stories and focus on recognising/ addressing unconscious bias.
3. **Newham Learning** accepted E4C proposal to commission project
4. **Working group** HT expertise split into 3 domains that encompass The NE4C Project these are Curriculum & Research, CPD and Legacy....Cm most popular!
5. The E4C **resources platform** is building up, housed on Maryland drive currently but should be ready for sharing soon.
6. Plans started for **launch, conference and training** in the Autumn term. Governor, student and partnership participation such as **Break the Cycle, EEF, The Black Curriculum founders, Chartered College, etc.** Further details to follow.

**Also this week...** some soundbites (non-verbatim) from educationalists in Newham:

*"I'm so excited. I have prepared a large display wall titled 'Education 4 Change'. It is empty but ready for the work we intend to do in the Autumn with the children, and not just for Black History Month" (Headteacher)*

*"I have never thought about being white, or recognised white privilege! You guys obviously have to be constantly alert to being black. Is it implicit then, that white is 'the norm' and being of colour is not?" (Headteacher)*

*"I recognised my unconscious bias (gender) whilst interviewing a parent this week and shocked myself that I was unaware until it was pointed out to me. An attitude changing lesson for me." (Senior Leader)*

*“I want us to think much harder about racism and unconscious bias. Like lots of people, I’ve learnt more in the last four weeks, than in the last decade. An anecdote told by a local headteacher, Lorna Jackson at Maryland Primary School, struck me: A child in a nursery kept throwing a black doll in the bin. The practitioner kept getting it out. In the end, she asked why, and the child said ‘it’s because black people are dirty’. So, the practitioner decided to wash the doll with the child. It was probably meant well. But it reinforced the child’s false belief, the racism they’d already learnt. I know that everyone gets things wrong in the heat of the moment. We have to stop, reflect and learn more about racism. We need to do a better job to combat racism, starting in the early years.” (Headteacher)*

### *Message from Rosie Cowan - retired Head of Essex School*

Cambridge University Press are offering complete books to download regarding RACE, PROTESTS AND CIVIL RIGHTS. These are available for free until Sunday 12th July 2020...be quick! [www.cambridge.org](http://www.cambridge.org)

### *Lessons of the week...*

*The Royal insignia awarded to Jamaican governor generals shows a white person (supposedly St. Michael) with their foot on the neck of a black man (supposedly Satan). It was on the Royal Family website. Protests last week resulted in its removal. People are finally listening.*



### *The Met police had to issue an apology*

*British sprinter Bianca Williams has received an apology from the Met Police after she and her partner were pulled over and handcuffed in a stop-and-search with her 3-month-old baby in the car.*

*As we work towards building a more compassionate world, we must find the courage to honestly face our patterns and conditioning, tracing them back to unconscious stories that shape how we see the world, and the other people in it.*



### **E4C discussion points:**

- **What is the difference between equality and equity? Or, are they the same thing?**

**Equality vs. Equity.** The difference between equality and equity must be emphasised. Although both promote fairness, **equality** achieves this through treating everyone the same regardless of need, while **equity** achieves this through treating people differently dependent on need. [Read more here.](#)

- **Minority ethnic or ethnic minority?**

‘Ethnic minority’ places the emphasis on ethnicity as the main issue. There can be a tendency in our media and language to see ‘ethnic’ as synonymous with not-white and so the

term could be perceived as implying the issue is with people being not-white, or non-white people being the issue. [Read more here.](#)

As a consequence, the term tends to be reversed to refer to 'minority ethnic groups' to highlight the fact that everyone has an ethnicity and the issues being referred to relate to minority groups in a UK context and the discrimination and barriers that they face.

- Remember to watch: Channel 4, [The school that tried to end racism](#)