



EDUCATION 4 CHANGE

BULLETIN 4

October 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.

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 until the E4C Strategy is in place to support schools. Some schools have already elected E4C ambassadors to lead on these discussions.

**“please,
i can’t
breathe.”**

GEORGE FLOYD

Why conversations?

Discussions are a starting point for a shared understanding and celebration. It has been over 100 days since the murder of George Floyd and the subsequent surge in support for the Black Lives Matters campaign, and yet we are still witnessing unlawful treatment of people of colour both here and abroad. Conversations about anti-racism and unconscious bias **must** continue or we will fall into complacency until another horrendous tragedy takes place and jolts us into action.

"Textbooks sensitive to needs of minority groups needed"

New move to stamp out racist bias in the curriculum

BY MARY CASTLE

The NCTE has issued a new set of guidelines to help its members develop materials for mathematics and science textbooks which better reflect the needs of minority groups.

The move is designed to combat what it sees as a "grave omission" in the current educational system.

It says that too often, different race groups are presented as if they were in a racialized society.

It adds: "It is important that schools need to use textbooks which reflect the reality of our society in this respect, one which emphasizes the history, culture and contributions of other cultures should be used."

It goes on to say: "It is important for the teacher to realize that the exercise is not censorship but rather an attempt to increase the awareness of the attitudes and values of the society in which we live."

Mathematics — The guidelines will offer a standard checklist for teachers to use in evaluating books.

It says that staff will set up a committee to discuss the issues and work towards the formation of a National Association for Multi-Racial Education.

The Teacher March 25, 1979

Look at the 41-year-old headline taken from 'The Teacher' back in **May 1979**, when the NUT called for anti-racism to be included in the curriculum. This formed part of Lorna Jackson's research as a trainee teacher at Goldsmiths College. The headline speaks for itself. Here is a quote from the article:

“It is hoped that staff will set up ‘workshops’ to discuss the issues and where possible, liaise locally with the national association for multiracial education.” As you can see, change is still needed.

We would be intrigued to hear what the government would say about this article 41 years later.

What's happened since the last bulletin?

- Focus group of headteachers and media company met in July to shape direction and vision for E4C.
- Strapline agreed by HT steering group: '*Challenging racism through conversation and curriculum*'.
- Met with Newham Learning and LA officers to explore funding options.
- **Interim offer** in development by the three lead schools (Maryland, Dersingham and Kingsford) to support Newham schools before the official launch of E4C. The November launch date has been postponed and further details will follow.
- The executive team shared the E4C vision with the Education Partnership Board and received wholehearted support.

In the news - Black Lives Matter

- **Breonna Taylor court case:** The outcome of trial devalued Breonna' life and no charges were made against the police. The officers fired 32 shots; Breonna was hit by six bullets and died. On September 23, a state grand jury indicted the officer, not for Breonna's death, but on three counts of wanton endangerment for endangering a neighbour with his shots.
- **Jacob Blake:** Shot seven times in front of his children and paralysed. This was a horrific display of inhumane treatment of an unarmed father by police. Let us see what the justice system decides.
- **Diversity and Alesha Dixon:** Performers Alesha Dixon and dance troop Diversity faced over 24,500 Ofcom complaints for supporting Black Lives Matter. Ofcom concluded the programme did not raise issues which warranted investigation under its broadcasting rules, instead, showed support by stating, "**Its central message was a call for social cohesion and unity**".
- **First Presidential Debate in USA:** In the first of three presidential debates between President Donald Trump and Democratic candidate Joe Biden, the issue of racism from right-wing groups was discussed. Trump initially said he was prepared to condemn white supremacists, but when asked to denounce far right white supremacists, he sidestepped and stated, 'Proud Boys stand back and stand by.'

BGT: Diversity BLM performance attracts complaints to Ofcom

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Ashley Banjo (left) is also sitting in for Simon Cowell as a judge

SHUTTERSTOCK

A Black Lives Matters-Inspired performance by dance troupe Diversity on ITV's Britain's Got Talent has received hundreds of complaints.

Ofcom said there were 1,121 complaints about BGT, mostly regarding Diversity

Conversation Topics

1. Does the injustice against one group matter more than the injustice against another?

- In the aftermath of chaotic GCSE and A-Level results days, students, parents and teachers alike demanded government intervention. After a week of protests and increasing pressure from all sides, the Department of Education decided to revert to teacher-assessed grades rather than using the algorithm-generated ones. Dominic Raab admitted ‘We got it wrong, I accept that’ (7.09.20).
- This U-turn demonstrated that policy change *is* possible in the education sector. However, when Michael Gove removed the Windrush from the Curriculum there was no such willingness to listen to protestors. This is particularly frustrating since Windrush is as much a part of British history as Caribbean history.
- Good news that this week, Home Secretary, Priti Patel announced that all Home Office staff will be trained on migration and race to address the failings that led to the Windrush scandal. Now, how about educating our children...
- Although there are discussions about diversifying and decolonising the curriculum, there seems to be an entrenched belief that ‘there is no further “need” to change the curriculum’ (Gavin Williamson, Secretary of State for Education 2020).
- As educators, we cannot force the Government to instigate change to the curriculum, but we can change attitudes within our schools by starting conversations about what is missing from the curriculum.



2. Unconscious bias: How does your skin colour change how you are perceived? Why is it our responsibility, as educators, to challenge unconscious bias?

- The recent training provided by the National College on unconscious bias said little about race and skin colour, although this kind of racism is by far the most prevalent and hidden. Black colleagues can easily give examples of their experiences of unconscious bias if the topic is brought up. This is the purpose of courageous conversations - to bring about learning and awareness.
- In the UK 3.5% of the population are Black people and many have stories to tell about the psychological trauma of living life on constant alert; people of colour inadvertently experience unconscious bias and subsequent microaggressions everyday (“you fit the description of...”). Examples in the news recently include Barrister and TV show host, Shaun Wallace, who opened up about his experience of racism; Neomi Bennett, an NHS nurse, who was wrestled to the ground and handcuffed by police when trying to return an item to a shop; more recently, Alexandra Wilson, a black barrister, was assumed to be a defendant in criminal court three times in one day. In response to the incident, Ms Wilson said she did not

expect to ‘constantly justify my existence at work’. And of course, we know many black teachers here in Newham who have experienced unconscious bias.

- Unconscious bias can work across all races, not just for people of colour.

Our pupils need to feel comfortable, safe and supported, whatever their background. We all know *Keeping Children’s Safe in Education 2020*, statutory guidance. It lists many forms of abuse for child protection policies, e.g. sexting, upskirting and hazing, but fails to mention racial abuse. Racial abuse must be called out loud and clear.



October Focus on Newham

Curriculum

Ahead of Black History Month, Sabrina Charlery, the Art Leader at Maryland school, produced an excellent resource useful for all phases. Newham’s children can learn about the courage, determination, strengths and achievements of black people from their local area. We hope that this project motivates children and will assist in developing their self-image and a sense of pride in the area they live in. By seeing role models who have a similar background to them, we want them to believe and know that they can achieve. The resource is a valuable opportunity to recognise the Black talents that have come from Newham. As a gift to you, we have included, as an attachment, an art unit of work for you to use with students.

Read on for a taster:



Both photos above are courtesy of Monega School.

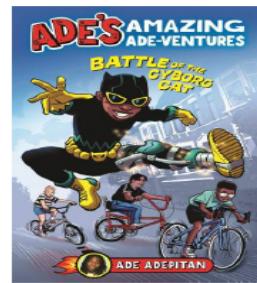
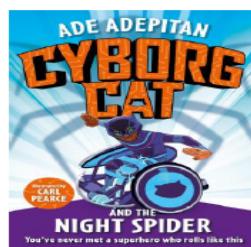
Ade Adepitan MBE is a paralympian basketball player and British TV presenter. He immigrated from Maryland, Lagos, Nigeria to Plaistow at the age of 3.



Malorie Blackman is a children's literature leader and calls for better representation in children's books.



Children will talk about representation of disabilities. Adepitan wrote children's books about a disabled superhero. It's important that all children can see themselves as superheroes.



Children will...

A sample of the Art unit on offer to celebrate Newham's BHM theme of courage, determination and strength.



Dum-Doodles



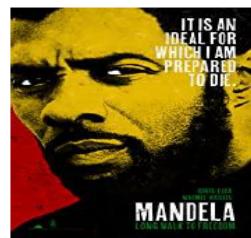
Gloria Ojulari Sule
[The Artist](#)

Idris Elba is an actor from East Ham



Children will discuss the film career of Newham's most famous person.

Idris Elba played the famous role of Nelson Mandela in 'Long walk to Freedom'.



Children look at the life of Nelson Mandela and the apartheid in South Africa and Britain's role (British Empire) and past stance on Nelson Mandela.



Statue of Nelson Mandela in Parliament Square.

Nelson Mandela showed great courage, determination and strength for his country and justice. Whilst he was imprisoned to keep him strong and mentally focused he gardened.
[Read more about Nelson Mandela's garden here.](#)

Children will look at South African artforms from the Ndebele people and will decorate/paint plant pots with Ndebele patterns to recreate their own 'Freedom Garden' in honour of Nelson Mandela. Plant Aloe plants native to South Africa where Nelson Mandela came from.



Children will look briefly at South African artist Esther Mahlangu.

Did you know Rosa Parks visited Newham?

Rosa Parks is known for the bus boycott movement in the USA challenging racist laws. Did you know she visited Newham in the 1980s? If anyone can remember this visit, please contact us as we cannot seem to find any reference, but we know it happened. There was a bus boycott right here in the UK led by Paul Stephenson, also challenging racism against black people. Paul's story will provide you with an additional inspirational figure for BHM discussions. [Learn more about Paul's story here.](#)

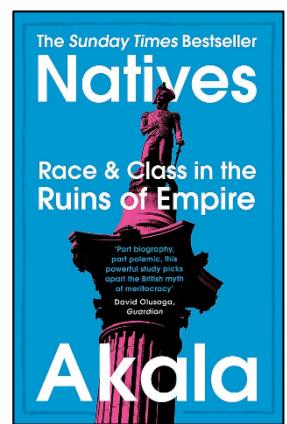


Further Reading

Introducing (and recommending) Akala



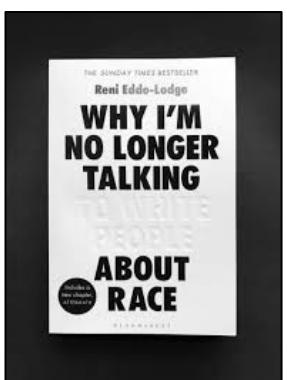
The rapper, journalist, author, activist and poet Akala delivered a keynote speech at a conference organised by Essex School in East Ham, back in 2016. It was attended by Newham teachers, Headteachers, Secondary school pupils, governors and guests. Ex-Head Teacher Rosie Cowan remembers the event:



"He was an inspirational speaker - passionate and empathetic, on the factors affecting achievement of black pupils. After a challenging workshop - 'Shakespeare or rap?' - no-one wanted him to leave. He is a person of worth who everyone should have the opportunity to listen to"

Akala needs no further introduction apart from recommending his book *Natives* and the video of his [keynote speech](#) to the Oxford Union.

We also unreservedly recommend *Why I'm No Longer Talking To White People About Race* by Reni Eddo-Lodge. This searing and illuminating book explores issues from eradicated black history to the political purpose of white dominance. The Observer called it '*the book that sparked a national conversation,*' and '*the essential handbook for anyone who wants to understand race relations in Britain today.*' The book mentions the pioneering work of the Newham Monitoring Project and its fight against racism. Unfortunately, the group folded in 2007 due to lack of funding.



Contact

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