



# EDUCATION 4 CHANGE

## BULLETIN 5

November 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?*

- E4C has launched its **Interim Newham Offer**. All schools will have received a brochure outlining the E4C packages offering free access to a range of resources, training and guidance.
- 30 E4C facilitators will be trained to support delivery of the offer. The training will be CPD accredited.
- The E4C website has been launched; go to [www.education4change.org.uk](http://www.education4change.org.uk) to find out more and read previous E4C bulletins.



### *In the (good) news this month...*

- **Momentous Change:** Biden and Harris declared victory in the US presidential race, calling for Americans to come together after four years of partisan rancour. Biden talks about 'hope' and 'change' for the country. See his full speech here: ['This is the time to heal'](#).
- Kamala Harris, who is of Jamaican and Indian heritage, is the first woman and first person of colour ever elected as Vice President. This is momentous because she represents two major world groups and is an icon for these nations. If she had been born 100 years ago, she would have had no rights. American women did not get the right to vote until August 1920. Yet Black women had to wait 45 years more (August 1965) to get the right to vote in the USA. Now Kamala is one of the most influential women on the planet.
- **Recognition at last:** Dozens of famous faces feature in the short film which marks six months until the next Stephen Lawrence Day. The Stephen Lawrence Foundation released the [Stephen Lawrence Tribute](#) to commemorate the teenager's legacy. In 2019, the Government announced the creation of Stephen Lawrence Day on 22nd April (the date of his murder). Four police officers involved in the 1993 investigation of Stephen's murder could face misconduct charges, 27 years later. See which famous faces you can spot in the short film.
- The Government has established an open consultation to review ethnic disparities and inequality in the UK focusing on education, employment and enterprise, health, crime and policing. Find out more [here](#); you might want to contribute to the consultation or consider the questions about the school curriculum (questions 3, 4, 5, 8, and 10) in relation to your own educational environment.



- Greg Clarke, the FA chairman, resigned after using offensive language during a select committee hearing when he referred to black footballers as 'coloured'. The term 'coloured' recalls a time when casual racism was a part of everyday life. The comments came as he was talking about the racist abuse of players by trolls on social media to the Department for Digital, Culture, Media and Sport. [Show Racism The Red Card](#) believes that using the word 'coloured' is seen as contributing to racist behaviour.



### *In the (not so good) news this month...*

- [Racism directed at Black doctors](#): Black doctors detail their experiences of discrimination in the NHS, particularly when they are on the front line, fighting COVID.
- **Unconscious bias or overt racism?**
- The current President of the USA has been described as a 'racial flamethrower' (Mr Biden said Mr Trump was 'one of the most racist presidents we've had in modern history. He pours fuel on every single racist fire') yet the President clearly states (and presumably believes?) that he is 'the least racist person in this room'.

**E4C discussion point:** What does this startling example of 'unconscious bias' show us? Is it harder for those in leadership or high office to recognise their own behaviour and attitudes? And are they less willing to change when called out?

See Prince Harry's take on this:

- Prince Harry admitted his royal upbringing gave him no understanding of unconscious racial bias. Harry said it was only through witnessing the experiences of his wife, Meghan Markle, that he had gained a sense of how pernicious unconscious bias is:



*'No one's pointing fingers... especially when it comes to unconscious bias. But once you realise ... then the onus is on you to go out and educate yourself, because ignorance is no longer an excuse.'*

Harry has called for others to 'educate themselves'. But **where** will this education come from? E4C began its journey with a call for all children to be educated about unconscious bias hence our mission to support schools to [challenge racism through conversation and curriculum](#).

- After complaints about the *Diversity* dance troupe last month, ITV have shown they are not afraid to continue promoting the other kind of 'diversity'. There were complaints on social media over ITV having an all-black panel of women on the daytime show 'Loose Women', on 22nd October during Black History Month. A counter campaign supported ITV by saying: *'Given the UK demographics, the chances of picking an all-white panel are just less than 1 in 2. The chances of picking an all-black (not BAME, **black**) panel at random are 1 in 160,000.'* All four women were praised for their humour, dancing and quality of discussion.



**E4C discussion point:** What are the real issues behind such a complaint, is it just skin colour that some people find offensive? On the other hand, was it a token gesture to have four black presenters just because it was Black History Month?

## Conversation Topic 1 - A bit of History, Herstory, Our story

- **John Kent, Britain's First Black Policeman 1837:** Historical research shows John Kent (1805 – 20 July 1886) was the first black policeman, serving in Maryport, Carlisle, then Longtown in Cumberland.
- John's father was a seaman (freed slave) from the Caribbean who arrived in Whitehaven in Kent (hence his surname) and was put into service where records show he was 'considered to be a slave'.
- John was known as 'Black Kent' during his police service, and this nickname was used by adults to scare unruly children. He married a white woman, Mary, and had 9 children with her. During his time as a policeman, he arrested a suspect and handcuffed him to the fire grate in his own house. Kent then apprehended the second outstanding suspect, leaving an unloaded pistol with his wife, telling her to shoot the prisoner if he tried to escape.



**E4C discussion point:** Children may learn about Robert Peel but would they not find Kent's story just as interesting if it was integrated into the history unit without being an 'add-on' for something like Black History Month?

### Contemporary Recognition...

The discovery of John Kent has been heralded by the UK National Black Police Association as having 'huge significance' as well as being 'totally unexpected'. It was thought that Britain's first black police officer was **Norwell Roberts**, who was an officer with the Metropolitan Police starting in 1966. The Race Relations Act 1965 made it illegal to bar people by skin colour, until then it was legal to practise discrimination.

- **Sislin Allen, Britain's first black policewoman 1968:**

Jamaican born Sislin Fay Allen was featured in the news in 1968 as Britain's first 'coloured' policewoman. Aged 29, Sislin saw an advert recruiting police officers. She wrote an additional note on the application form disclosing that she was a black woman because she did not want to be rejected at interview on the basis of her race. At that time, it was still common for the police to reject applications from black people. Sislin was sent abusive letters when she was appointed and endured discrimination, but she maintains that she would do it again.

Commander Alison Heydari, the highest ranking black female officer in the UK, says Sislin 'paved the way' and 'made incredible sacrifices'. [We have come a long way.](#)



## Conversation Topic 2- How was Black History Month for you?

- Black History Month was started by Black United Students at Kent State University in 1969; it dedicates a whole month to celebrating black achievement usually through some form of cultural activity. For 31 days, we are focussed on the existence of accomplishments by people of colour.
- In 1976, Linda Bellos, leader of Lambeth Council at the time, along with Ansel Wong, who started the Notting Hill Carnival, created BHM in London.



The Black United Students first Black culture center (Kuumba House) where many events of the first Black History Month celebration took place.



Linda believed that there were many white people who had no idea about the history of racism. She did not intend for BHM to celebrate culture but to celebrate the contributions that black people had made to the UK. Linda says it was 'history month not culture month'. BHM is now firmly established in Britain - so how was it for you?

**E4C discussion point:** Is this solely the right approach if we want to educate our pupils about hidden historical events involving the contribution of individuals of colour? Are celebration, entertainment and commemoration enough?

*“What about white individuals who make a difference?”* (quote from Newham school staff member in response to the Newham Black Art and Black History Month project sent to schools in October 2020 by the E4C team). E4C encourages **courageous conversation**. What kind of response should follow such a statement?

### **Introducing... Newham inspirational figures:**

#### ***Tinchy Stryder (Kwasi Danquah)***

*Newham-born artist and entrepreneur*

*(Contribution by Liz Harris, Headteacher, Monega School)*

- Born in Newham, Kwasi attended **St. Bonaventure's Secondary School** in Forest Gate and went on to study at UEL where he gained a BA honours in Digital Arts and Animation. He played for Leyton Orient Football club, becoming an ambassador for youth volunteering.
- **What makes him inspirational?** Kwasi is best known for his success as a leading grime music artist. More than just a musician, he is a businessman and CEO of a music publishing company. He is currently Chairman and A&R executive of Takeover Entertainment Limited. Kwasi contributes positively via his company, Goji electronics which employs 3,000 people with net income of £245 million. He is involved in many charity projects and gives generously to a wide range of causes.



#### ***Quincy Brome (also known as the Cockney Prince of Comedy)***

*Newham born comedian, actor, radio presenter, writer, mentor, drama tutor, and compere.*

- Quincy attended **Keir Hardie Primary School** in Canning Town and the now closed **Trinity Boys School** (McDonald's sits on the site now on Barking Road). He studied fashion and textiles at Barking College.
- **What makes him inspirational?** Quincy is a champion and ambassador for fathers bringing up their children alone. His unique one-man stage show on the topic of single dads was a sell-out and he is now writing two books about his experiences. He and Idris Elba grew up as school-mates in Canning Town and Quincy has appeared in some of Idris' TV ventures, assisting with the script writing of Sky's *'In the Long Run'*, where he also plays Frank, the pub landlord. Quincy was the first black British comedian to perform in Saudi Arabia. He is most proud of his work with excluded teenage boys, inspiring and empowering them through mentoring schemes, drama, boxing and the very unique opportunity of letting them co-host his radio show, where they join him in discussion topics. More information on Quincy's mentoring scheme and how he can support young people in our schools can be found on the E4C resources platform.



## Recommended reading

### ***Brit(ish) on Race, Identity and Belonging* by Afua Hirsch**

- Part-memoir, part reportage, this book discusses black history, culture and politics in the context of Britain, Senegal and Ghana. It is about the everyday racism in British society and Hirsch's awkward, troubled relationship with British history. Hirsch explores why liberal attempts to be 'colour-blind' have caused more problems than they have solved.
- Hirsch recently co presented 'Enslaved' on BBC 2 with Samuel L. Jackson. The series is still available on iPlayer and is highly recommended.



### ***Being Mankind* - A free copy is being offered to all schools**

- This book is a collection of inspiring stories told by men from all walks of life. From tales of loss and endurance to moments of achievement and celebration, this book asks: 'what it means to be a man in today's society?'
- *Being Mankind* is an organisation founded by Mark Lazarus & Darshan Sanghrajka, which aims to start conversations about gender stereotypes and their damaging consequences.



The organisation provides positive male role models for young boys so that they can learn to build healthy relationships with those around them, creating a path towards equality, where we all succeed.

*"This is a gorgeous book. Being Mankind is a thing of beauty with stories from positive male role models with the aim to show that young people can grow to be kind, empathetic and confident adults without feeling the need to conform to outdated masculine stereotypes."*

For further information, read more [here](#).

A fully resourced Key Stage 2 CPSHE package is available on the [E4C resource platform](#).

#### ***Bulletin Contact information***

If any educators would like to contribute to the next E4C bulletin, please email:

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