

Education4Change Bulletin 7

The purpose of the bulletin is for Newham educators to use it as a vehicle to keep anti-racist conversations going in a focussed way.

Launch of Education4Change : Thursday 1st July

We are delighted to share with you the new launch date for the E4C programme and packages. On Thursday 1st July, Newham schools will begin their E4C journey with access to our bespoke and user-friendly curriculum resources platform, as well as further guidance and training from the E4C team. The E4C ambassador network meeting will take place on 7th July, 3.30pm-4.30pm.

JUSTICE!

In May 2020 Newham Headteachers supported the creation of Education4Change as a response to the murder of George Floyd and the subsequent Black Lives Matter protests. One year on...



Derek Chauvin was found guilty on 3 counts of murder and manslaughter. This has been hailed as a pivotal moment and we hope the beginning of systemic change.



Martin Luther King III (son of MLK) stated, **“This is just the beginning...a step to justice for black and brown people, and communities of colour.”**

George’s last words “I can’t breathe” will be his legacy for change. The world is watching.

Stephen Lawrence Day: 22nd April

The date is the day of his murder in 1993. Stephen was 19. The Foundation is the culmination of the hard work of Doreen Lawrence to commemorate her son.

All schools have received information from info@stephenlawrenceday.org to commemorate his life with online events including a live assembly with his mother, Baroness Doreen Lawrence and her son, the Honorable Stuart Lawrence. The charity has sent out plans to every school so that they can champion the legacy of change in honour of Stephen. The live assembly will be delivered as follows:



9.00am-9.20am Primary Schools

9.25am - 9.45am Secondary Schools

To take part, schools will need to register at [SLDF Live Assembly](#). There is also a range of [SLDF Classroom and Curriculum Resources](#) available on the website for parents, teachers and pupils.

SLDF has invited schools to join their social media channels:

Twitter@sldayfdn

twitter.com/sldayfdn

Instagram@sldayfdn

www.instagram.com/sldayfdn

Facebook@sldayfdn

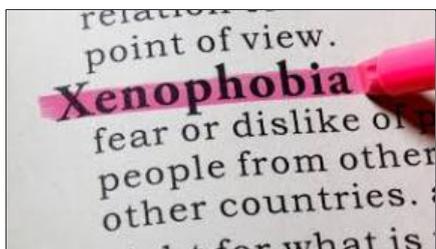
www.facebook.com/sldayfdn

Youtube

www.youtube.com/c/StephenLawrenceDay

Schools are invited to share using official hashtags: #ALegacyOfChange #SLDay21 #StevenLawrence.

Racial Literacy - understanding the language of anti-racism



E4C believes that **courageous conversations** become more comfortable if the participants can safely use terminology without being afraid of giving offence or being offended. Constant, open discussion generally makes it easier to ask people what they prefer to use when talking about 'race'. A warning though - meanings can change. Terminology changes with time, what might be acceptable to some people one day may, in a short time, become unacceptable.

E4C has written a training module on **'Understanding Racial Literacy'** which will be available after the formal launch of the E4C offer and compiling an agreed glossary of terms.

Who are ethnic minorities?

Have you noticed surveys usually ask people for their ethnicity and not their race? The UK government, including the ONS, (Office for National Statistics) will ask for a person's ethnic group. They will use 'ethnic minorities' to refer to all ethnic groups except the White British group. We know the government refers to **'ethnic minority'** but **'minority ethnic'** is sometimes preferred by some groups.

E4C discussion points: Why is this? Does it make a difference?

It is felt that **'minority ethnic'** better recognises the fact that everyone has an ethnicity including White British people. So interestingly, the term **'ethnic minorities'** includes white people, such as those of Eastern European heritage, Gypsy, Roma and Irish Traveller groups. This is not often understood as many in society interpret the term as only referring to people of colour.

The BAME discussion continues...

E4C has previously written about the inaccurate use of the term *BAME*. The UK government, and the ONS, make it clear that they do not use the terms **'BAME'** Black, Asian (including Chinese) and Minority Ethnic nor *BME* (Black and Minority Ethnic) because the acronyms were not well understood in their user research. ([Ethnicity facts and figures.gov.uk](https://ethnicityfactsandfigures.gov.uk)) If we have different concepts of



what *BAME* is, can we accurately use this catch-all phrase in a discussion about race, when we actually mean Black people or Asian people?

More and more people of colour are objecting to being referred to as a '*BAME person*', especially when used as a word rather than spelt out as an acronym. Some individuals would prefer *Black person, Asian person or person of colour*, or more recently we hear '*black and brown community*'. Avoidance of the term BAME has also been recommended in the recently published [Race, Ethnicity and Disparities Report](#). See below.

E4C point: It is a matter of personal choice - many people of colour are happy with the term and will choose to use it. Many are not.

Commission on Race and Ethnic Disparities: The Report

Members of the E4C team have been reviewing the controversial Race and Ethnic Disparities Report and are currently working on a joint position statement. The introduction below was written by Barbara Hearn OBE at the request of Education4Change.



The Chair of the Commission, Dr Tony Sewell, who had previously drafted an education report for Boris Johnson when Mayor of London, was supported by professionals from across society. It is the third review on race issues led by the Conservative government since 2010.

The Commission was a response to the spread of Black Lives Matter demonstrations across the UK in 2020. In the words of Boris Johnson the Commission was to '*change the narrative*' and "*stop the sense of victimisation and discrimination*".

As "*a cross-governmental commission*" it was '*to look into*

discrimination against Black, Asian and minority ethnic people in education, health and the criminal justice system'

[The United Nations experts have condemned the 'shocking' race report and called for the Commission to be scrapped.](#)

The final [E4C position statement](#) will be published in the coming weeks and shared in Bulletin 8.

Many thanks to E4C advisors, Barbara Hearn, OBE and Sukwinder Samra, MBE, for supporting us with this work.

Newham Inspirational Figures

Four time Olympic medallist who attended [West Ham Church School in Stratford](#), and proud Newham resident [Christine Ohuruogu MBE](#) has been appointed to the GB boxing Board as a non-executive director. The four time Olympic medallist and President of Newham and Essex Beagles Athletics Club will help to oversee the progression of British boxing. Christine has a long association with Newham schools where she encouraged pupils to take part in local netball, (this is the sport Christine started with). Christine is a proud example of Newham and her latest achievement demonstrates how much of a role model she is for all children and young people.



Introducing... Gus Casely-Hayford

Gus is the new director for the V&A East on the Olympic site (opening 2023) and wants to transform the visitor experience with digital technology, to address colonialism - and to bring in young people. He has stated that he is keen to meet with all 500 schools in the four surrounding local areas which of course includes Newham. You may recognise Gus from several BBC documentaries he has presented on Africa.



Let's hear from our E4C Ambassadors

Schools across the borough are beginning to truly champion the ideas and ethos that E4C stands for. Here are some excellent examples of best practice.

Selwyn Primary School

The school's ambassador shared the good work they have been doing to integrate E4C throughout their school with Michael Boxall, assistant headteacher at Selwyn, explaining that *"my school has begun to make the first few steps towards creating a more balanced and diverse curriculum, that suits our children and local community."* Some of the work Michael and the team at Selwyn have been doing in recent months can be seen in the photos attached, and we encourage every school who is part of the E4C network to share their work with the bulletin team and other schools.

Sheringham Primary School

The E4C ambassador shared how the school has set up a dedicated team called 'Social Change Agents' to review equality and promote anti-racism within the school. They have devised and run CPD sessions on privilege, unconscious bias and 'feeling comfortable with feeling uncomfortable', providing staff with opportunities to explore complex issues around race, diversity and equality. This work has also inspired curriculum reflection, with staff

Raising awareness

Hall displays

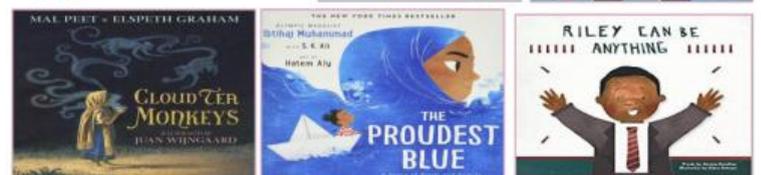
In our halls, each year group was given a famous scientist, sports person or artist to focus on. The significant figures were chosen from a range of backgrounds to give our children exposure to successful, inspirational and diverse role models from wide scope of different professional fields.



Curriculum adaptations

Our reading texts

In order to provide children with authors and characters that reflect the community they live in or are from, we changed some of the high quality texts that we use and study for our curriculum. This is an ongoing process, which will continue to be reviewed as new texts become available.



training and resources focused on diversity and celebrating the community's rich cultural heritage.

Sandringham Primary School

Sandringham has an Anti-Racism Committee (ARC) currently has 20 members from across the school who meet every 3 weeks. They are in the process of auditing every aspect of school life (from the curriculum to policies and practices, as well as staff, student and parent voices). The committee works in subgroups: to develop the curriculum and to work on surveys for staff, parents and pupils. They provide an update to all staff in the weekly briefing, either informing them of progress or suggesting further books, websites, podcasts and media clips so that all staff can continue to educate themselves in this area. The governors have added 'equalities and anti-racism' to the standards agenda so as to reflect the importance of these issues to our community.

Well done Selwyn, Sheringham and Sandringham, this is brilliant.

E4C discussion points: What should an E4C school look like and sound like?

When Education4Change was created, the idea of what an E4C school should look like began to be formed.

An E4C school promotes change through **conversation and curriculum**, where discussions around race are comfortable for staff and children alike, being the standard for an E4C school. Our aim is that issues of race are not taboo, where staff can openly discuss race with their colleagues to ensure that no offense is caused and everyone is well informed. In an E4C school staff can support each other, help to spot mistakes and ensure that anti-racism is a permanent part of the conversation, rather than an issue that arises as a result of a crisis.

Every bulletin comes with an invitation for contributions to the next bulletin. Please see the following contribution from Porsha Warrington, E4C ambassador at **Central Park Primary School**.

Porsha has highlighted that social media, in this instance Instagram, can be a powerful tool for change and has recommended some websites below that promote the ideas and ethos of challenging racism through conversation and curriculum.

Here are Porsha's recommendations:

[@theblacknurserymanager](#)

Liz is an Early Years Anti-Racist Trainer and Consultant, based in Birmingham. She is passionate about anti-racism and children finding and being given the opportunities to explore their cultural identities across EYFS. She often hosts 'live' sessions on Instagram, with other educators. She recently did a talk with @goodmorningsfoster based on "White passing, race and early years."



[@thehistorycorridor](#) Run by secondary history teachers in North West London. One of the founders, Shalina Patel, won Teacher of the Year from the Pearson Teaching Awards Trust in 2018, has spent the past few months bringing a diverse, under taught version of history to the forefront through Instagram and YouTube.

Thank you, Porsha.



Bulletin Contact information

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

lorna.jackson@maryland.newham.sch.uk

anastasia.boreham@maryland.newham.sch.uk

Or E4C Maryland ambassador: henry.watson@maryland.newham.sch.uk

Or E4C communications lead: lhowson@kingsford.newham.sch.uk