

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Racial Equity Schedule 2022-23

Contents

Racial Literacy (Cross phase).....	2
Evaluating Resources (Cross phase)	3
Equipping senior leaders to support racial equity work (Cross phase).....	4
Increasing the presence of adults of colour in your school (Cross phase).....	5
Racial Equity Network Meetings (Cross phase)	6
Support Meetings for Staff of Colour (Cross phase)	7
Racial Literacy Curriculum Framework for Primary Schools (Primary – but secondary colleagues invited).....	8
Facilitating workshops for pupils of colour in Years 5 and 6 (Primary)	9
Staff Allies (Secondary)	10

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Racial Literacy (Cross phase)

2.5 hour session	8th November 2022	9.30am -12 noon
Via Zoom	30th November 2022	1.30pm – 4.00pm
Led by Race Matters	31st January 2023	9.30am – 12 noon
	7th March 2023	1.30pm – 4.00pm

This introductory session equips participants to engage in the sensitive and complex issues of 'race' and racism by:

- exploring 'race' and racism in the historical and contemporary context including an outline of structural/institutional racism, bias and white privilege
- giving an understanding of the experiences of children and young people, both in terms of how they learn 'race' and their racialised experiences
- outlining the key areas that schools and education settings can examine to advance their anti-racist practice.

Suggested attendance: Initially, we suggest prioritising a senior leader and BAME members of staff to attend the course. Places can be booked for up to 4 members of staff from one school for each course.

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Evaluating Resources (Cross phase)

2.5-3 hour session

24th November 2022 1.30pm – 4.30pm

In person

Led by RISC

A workshop to examine how we choose resources that challenge stereotypes, focus on what people have in common as well as their differences, and celebrate diversity. Participants will be introduced to some important ideas; tools to conduct audits; and a chance to examine a wide range of resource examples and books.

Suggested attendance: 1-2 members of staff per school. Primary teachers and secondary school subject leaders.

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Equipping senior leaders to support racial equity work (Cross phase)

2.5 hour course

12th January 2023 9.30am – 12 noon

Via Zoom

Led by Race Matters

This session aims to equip and give guidance to senior leaders in supporting anti-racism work in their settings. Key themes that will be covered include:

- Framing, prioritising and pacing the work
- Working in cross-racial teams
- Position and positioning of PoC staff, pupils and parents/carers
- Hazards: Common pitfalls, resistance and backlash

Suggested attendance: A senior leader and the racial equity leader from each participating school. 2-3 members of staff per school.

Pre-requisite: Racial literacy training.

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Increasing the presence of adults of colour in your school_(Cross phase)

2.5 hour course

24th March 9.30am – 12 noon

Via Teams

Led by Race Matters, Amjad

Ali, LA officers

This session will provide information about the national and local context in terms of the recruitment and retention of an ethnically diverse workforce. Strategies for increasing the presence of adults of colour in the shorter term will be shared, as well as strategies to support recruitment and retention of staff of colour.

Suggested attendance: Two members of staff per school. Senior leaders and racial equity leaders.

Pre-requisite: Racial literacy training.

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Racial Equity Network Meetings (Cross phase)

1.5 hour twilight meetings
Via Teams
Led by Majid Ali and Emily
Waddilove

19th January 2023 4.00pm – 5.30pm

15th June 2023 4.00pm – 5.30pm

1.5 hour twilight meetings
Via Teams
Led by Majid Ali and Emily Waddilove

To support the sharing of practice.

Suggested attendance: 1-2 members of staff per school, preferably including a BAME member of staff

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Support Meetings for Staff of Colour (Cross phase)

2 hour twilight meetings

In person

Led by Race Matters

21st February 2023 4.00pm – 6.00pm

17th May 2023 4.00pm – 6.00pm

The aim of the sessions is to provide an opportunity for staff who are people of colour to share their experiences and form supportive networks, and to provide wellbeing support.

Suggested attendance: All BAME members of staff are welcome to attend

Pre-requisite: None, but staff are encouraged to do the Racial Literacy course

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Racial Literacy Curriculum Framework for Primary Schools (Primary – but secondary colleagues invited)

Full day course
In person
Led by Race Matters

17th May 2023 9.30am – 3.30pm

This session outlines key themes and learning objectives in the curriculum to support racial literacy development for pupils. Participants will be given some understanding of child development and cognition, and childhood experiences, in relation to age-appropriate racial literacy education. Participants will be equipped to audit their existing curriculums and will be introduced to practical tools to develop their critical evaluative skills. Participants will be introduced to a range of subject specific and cross curricular resources to support racial literacy in their curriculums.

Secondary school colleagues: Although the framework is for primary schools it will be useful for secondary colleagues to attend the course (particularly teachers of PSHE, history, English and media) to understand the sequencing of the curriculum and the foundational knowledge recommended. (A secondary curriculum framework is being developed and a course will be offered in the future.)

Suggested attendance: Senior leaders, racial equity leaders, preferably a BAME member of staff. A primary course, but secondary colleagues encouraged to attend. 1-2 members of staff per school.

Pre-requisite: Racial literacy training.

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Facilitating workshops for pupils of colour in Years 5 and 6 (Primary)

Full day course (+ 2 x online follow up sessions)

In person

Led by Race Matters

21st February 2023 9.30am – 3.30pm

This course will enable staff to support a group of pupils of colour and their parents in school. Teachers will be given access to outlines of content and resources for facilitating 8 x 1.5-2 hour sessions with PoC pupils (3 of the sessions involve parents). The session will include exploring facilitation techniques, engaging pupils and parents, and logistical considerations.

The PoC pupil/parent workshops are set up to support pupils to:

- Explore ethnic/cultural/religious bounties/gifts and challenges
- Share and discuss lived experiences of discrimination/bias/ harm in a safe space
- Develop some emotional and practical skills to manage and respond to different situations / challenges/ stereotypes
- Understand more about contemporary racism, and some historical information as relevant and age appropriate
- Share ideas of how the school community could be improved
- Know where and how to get support (both in and out of school)

Suggested attendance: Two staff of colour (one of whom should be a teacher) who will lead the workshops with pupils, plus one white member of staff who will support the workshop leaders.

Pre-requisites: This course is for schools that are well-established with racial equity work (ie 1+ senior leaders at participating schools should have completed racial literacy training. Schools should have designated member(s) of staff with responsibility for developing racial equity work). Participating staff must have completed Racial Literacy training. Participating schools should have at least 30 BAME pupils across Years 5 and 6.

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Staff Allies_(Secondary)

2 x 2.5 hour sessions

In person

Led by Race Matters

Part 1 24th January 2023 - 1.30pm - 4pm

Part 2 27th February 2023 - 1.30pm - 4pm

Staff allies are identifiable staff who have received specific training to support young people/families with incidents and issues related to and arising from 'race' and racism.

- Session 1 - understanding the range of racialised experiences that young people have, examining initial/First Aid responses, role playing scenarios, navigating stereotypes
- Session 2 - examining common school approaches to incident/issue management (dismissive, punitive, corrective). Working towards better approaches for incident/issue management, wider school considerations, external agencies and support.

Suggested attendance: At least 2 members of staff from each participating school, preferably one of whom is a BAME member of staff, who will be students' first port of call in the event of an incident or issue. Colleagues who attended this course last year are encouraged to attend – as a refresher and to share any experiences they've had since attending the course.

Pre-requisite: Racial literacy training

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

Facilitating workshops for pupils of colour in secondary schools (Secondary)

Full day course (+ 2 x online follow up sessions)
In person
Led by Race Matters

21st November 2022 - 9.30am - 3.30pm

This course will enable staff to support a group of pupils of colour in school. Teachers will be given access to outlines of content and resources for facilitating 8 x 1.5/2 hour workshops with PoC/BAME pupils. The training will explore facilitation techniques, engaging young people and logistical arrangements.

Pupil of Colour groups are set up to support pupils to:

- Articulate their heritage, identity and sense of belonging
- Explore lived experiences of cultural bounties, challenges and racism in a safe space
- Nurture skills to manage and respond to situations / challenges
- Develop their racial literacy, including historical context and racism
- in the contemporary setting
- Know where and how to get support (both in and out of school)

Suggested attendance: Two staff of colour (one of whom should be a teacher) who will lead the workshops with pupils, plus one white member of staff who will support the workshop leaders. Colleagues who attended this course last year are encouraged to attend – as a refresher and to share any experiences they've had since attending the course.

Pre-requisites: This course is for schools that are well-established with racial equity work (ie 1+ senior leaders at participating schools should have completed racial literacy training. Schools should have designated member(s) of staff with responsibility for developing racial equity work). Participating staff must have completed Racial Literacy training. Participating schools should have at least 30 BAME pupils across two or three year groups.

Please email your course request giving the title and date of the course and the individual email addresses for the delegates to Schools.Teams@wokingham.gov.uk

RISC's Global Histories project (KS2-4)

- Developing teaching and learning of shared histories
- Increasing a sense of belonging and community cohesion
- Challenging assumptions, prejudice and discrimination.

4 x 2 hour modules, October-January

Cost: £30 per module or all 4 modules for £100

<https://www.risc.org.uk/education/current-projects>

For further information and booking, contact kirsty@risc.org.uk