

# Racial Equity Support Programme 2024-25

The programme for 2024-25 has been organised under three headings:

**Core support:** Cross phase, general support for all those involved in racial equity work, including those leading the work.

**Targeted support:** Phase-specific support on a particular aspect of racial equity work.

**Bespoke support:** Follow up support for staff who have previously attended a course, to support them to implement learning from the course, and to share experiences of implementation.

## **Booking information:**

To book to attend any event in the programme (and to receive the Teams / Zoom link or joining instructions), please complete the [booking form](#) on the Wokingham schools hub. (Please write N/A in any of the boxes in the form that do not apply. For course code, please write EW)

## **Core Support (Cross phase)**

### **‘Planning racial equity work in your school: 2024-25’**

Wednesday 2<sup>nd</sup> October 4-5pm via Teams

AND REPEATED ON Friday 4<sup>th</sup> October 9.30 – 10.30 via Teams

The meeting will enable you to:

- Be fully informed about the programme of racial equity support for this year, and how best to engage
- Be supported to plan your racial equity work for the year
- Be inspired by examples of racial equity work being undertaken in Wokingham schools

Suggested attendance:

Racial equity leaders, people of colour school staff + a senior leader from each school

Led by: Majid Ali and Emily Waddilove

### **Racial equity network meetings**

Tuesday 4<sup>th</sup> February 4.00-5.30pm IN PERSON

Tuesday 3<sup>rd</sup> June 4.00 – 5.00pm via Teams

Suggested attendance:

Racial equity leaders, people of colour school staff

Led by: Majid Ali and Emily Waddilove

## **Support meeting for people of colour school staff**

Monday 2<sup>nd</sup> December 9.30 – 3.30 IN PERSON

The day will provide an opportunity for staff who are people of colour to

- share their experiences and form supportive networks
- develop understanding of the experiences of people of colour school staff
- be provided with wellbeing support

Led by: Race Matters

## **Racial Literacy for school staff**

OFFERED TWICE DURING THE YEAR:

Thursday 14<sup>th</sup> Nov 9.30 – 12.00 via Zoom

Monday 27<sup>th</sup> Jan 1.00 – 3.30 via Zoom

*And for Governors: Monday 3<sup>rd</sup> February 6-8.30pm via Zoom*

This introductory session equips participants with the foundational knowledge required to engage in the sensitive and complex issues of 'race' and racism.

Suggested attendance:

Initially, we suggest prioritising a senior leader and people of colour members of staff to attend the course.

Places can be booked for up to 4 members of staff from one school for each course.

Led by: Race Matters

## **Moving forward with racial equity work: Engaging with people of colour in your school community (cross phase)**

Monday 20<sup>th</sup> January 9.30 – 3.30 IN PERSON

### **Pre-requisite: Racial literacy training**

Led by: Race Matters

## **Targeted support**

### **Reframing incidents of racial harm in primary schools**

Part 1 – Tuesday 19<sup>th</sup> November – 9.30 – 12.00 IN PERSON

Part 2 – Tuesday 26<sup>th</sup> November 9.30 – 12.00 IN PERSON

BOTH sessions must be attended.

The way in which we understand incidents and issues of racial harm informs how these issues are responded to in schools. This two-part training offers new ways of framing these issues, which leads to new approaches in ‘first aid’ responses and management of issues/ incidents.

Content includes:

- understanding the range of racialized experiences that young people have and how they navigate these
- examining common school approaches (dismissive, punitive, corrective)
- exploring trauma-informed responses
- rethinking intent and impact
- working towards more restorative approaches for incident/issue management

Suggested attendance:

Preferably two members of staff from each participating school, one of whom is a person of colour member of staff

### **Pre-requisite: Racial literacy training**

Led by: Race Matters

## **Bespoke support**

**Follow up meeting:** For those who attended ‘Racial literacy curriculum framework for primary schools’ in May or November 2023 or April 2024.

Tuesday 12<sup>th</sup> November 4.00 - 5.30pm via Zoom

This session is being offered as an opportunity for practitioners to share examples of activities undertaken since attending the course, and challenges in moving forward with the work, and develop their critical capacity.

Led by: Race Matters