



Wellington School- Anti-Racism Roadmap



Foci	Pledge	Our progress (last updated January 2022)
<p>Workforce- Recruitment and training</p> <p>The teaching workforce is still overwhelmingly white (92% in 2018 England DfE), and there is a need to increase the proportion of teachers from black and minority ethnic (BAME) backgrounds.</p> <p>Racial literacy ..needs to be placed at the centre of teachers’ role and teacher training. It is important that all teachers take responsibility for teaching in ways that promote anti-racism. Runnymede 2020</p>	<ul style="list-style-type: none"> • Anti-racism is seen as the job of everybody. • The workforce have an understanding of how racism operates (institutional and structural) • Teachers are have the language, skills and confidence to be racially literate in their practice. • A workforce that is reflective of the community our pupils live in, through positive action. 	<ul style="list-style-type: none"> • Appointment of two BAME governors • Staff Anti-racism training September 2020 and 2021 • Anti-racism policy shared with all staff • Staff training on how to log racist incidents and to every new staff as part of induction • Appointment of Deputy Headteacher for EDI September 2021 • Staff training on decolonisation and diversification of the curriculum • September INSET- Pupils with Afro textured hair trained staff on hair discrimination
<p>Curriculum</p> <p>School curricula too often fail to reflect the diversity of contemporary society, curricula need review to increase racial diversity, and to centre anti-racism. Runnymede 2020</p>	<ul style="list-style-type: none"> • The implementation of anti-racist, diverse and decolonised curriculum. • Assemblies used as key spaces for engaging students with racial literacy and diversity 	<ul style="list-style-type: none"> • History and English decolonisation focus in 2020 • Greater diversification of texts in LRC • Extended to whole school professional Development session in 2021-22 – diversification and decolonisation of curriculum • Electronic Boards across school display and celebrate key events- e.g. Diwali, Eid and BHM
<p>Students</p> <p>Media coverage still perpetuates stereotypes and depicts too many negative portrayals of minority ethnic groups. It is critical that students explore the issues of race, identity, diversity in a safe space and that school creates listening culture so that BAME students can express themselves.</p>	<ul style="list-style-type: none"> • All students are educated to be racially literate • Regular opportunity for BAME students to explore their experiences of race, identity and culture. • Students are empowered to challenge racism • All students feel safe to actively challenge racism and know how to report it in school and wider society. 	<ul style="list-style-type: none"> • Hope not Hate assemblies – 2020 • Tutor take over- Black History Month every October • Pupil Focus groups • EDI lens on all displays around school to increase representation • Over 400 trained student Anti-Racism Ambassadors across Year 7-13 • Continued education in assemblies/tutor e.g. microaggressions, hair discrimination • Pupil focus groups e.g. Halo hair Code – 2021 • Racial Equality Council set up in 2022
<p>Policies</p> <p>Anti-racism will be part of the culture of Wellington School. “Seemingly neutral school policies – like uniform and hair policies – should be reviewed from an anti-racist perspective to ensure that BAME students are not systematically disadvantaged.” Runnymede 2020</p>	<ul style="list-style-type: none"> • A clear Antiracism policy that provides guidance on how to respond to racist incidents. • All existing policies are reviewed, in order to identify any implicit bias or discrimination. • Policies that focus specifically on the attainment of white working-class students does not come at the expense of BAME students. 	<ul style="list-style-type: none"> • Anti Racism Policy written in 2021 and updated yearly with Anti-Racism Roadmap- published on school website • Parent Focus Group- December 2021 with BAME parents • Revised Appearance Code published 2021 • Equality Objectives published on website and includes analysis of gaps across all protected characteristics including ethnicity