



Race and Social Justice

June 2023

Welcome

Welcome to our third Race and Social Justice Newsletter. Since our last newsletter, we have had many more schools sign up for the Leeds Beckett Anti-Racism Award. Alongside this, we've been able to share the RSJ project at the Inspiring Futures Conference, have heard from our very own facilitators on how work is progressing in their schools and have had Professor Heidi Mirza presenting to borough headteachers. It's great to observe how things are progressing with Race and Social Justice as everybody continues to keep up the hard work. Your efforts are really making a difference in our school communities!

What's going on in our schools!

At Eastbury Primary, we have bought MORE diverse and inclusive children's books so every child can see themselves and their friends, in the books that they read. Our latest collection of reading books highlights and celebrates diversity, while also teaching children about historical events and significant individuals. By doing so, we promote empathy and inclusivity, a win-win for everyone!

As a school, we are also looking forward to Windrush Day on June 22nd. To celebrate this special day, we have planned an exciting day for the children which will include workshops delivered by Mpula Lawton (ARISE), a Caribbean-themed lunch, and other exciting activities throughout the school.

Grace Abwooli, Eastbury Primary School

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Anti-Racist School Award



The Anti-Racist School Award is an assessment tool to evaluate current practices and initiatives within your school. It enables evaluation of the overall anti-racism support and strategies that exist within your school, whilst also helping to give structure to the development plan for any improvements. Your school will have up to two years to achieve the award and the status lasts for 3 years from completion.

School sign-ups!

- Eastbury Primary
- Five Elms
- Grafton
- Henry Green
- Marsh Green
- Mayesbrook Park
- Northbury
- Sydney Russell
- James Cambell
- Richard Alibon
- Thomas Arnold

'Northbury Primary have started our journey towards achieving the Leeds Beckett Anti-Racist Award. The process has impacted our strategic planning and further embeds our commitment to RSJ. The audit and coaching process has allowed us to see how far we have come as a school in making changes to our curriculum offer that enriches the experiences of our pupils and the wider school community.'

Aiysha Galindo-Nazir, Northbury Primary School

Do you want your school to sign up to the award?

Please send an email to Ben Spinks for further information. ben.spinks@bdsip.co.uk



RSJ Facilitators' Network



Our final facilitators' network of the year took place on Friday, 23 June with 25 schools in attendance. We were privileged to be joined by Ann Palmer, chief executive at Fig Tree International. Ann has over 30 years' experience in inner-city schools, with a track record of turning around schools in challenging circumstances as both a primary and secondary headteacher. Ann is an executive coach for headteachers and aspiring headteachers, is a member of the National Governance Association's Diversity and Equalities Group, and founded the 'Confident Executive Leadership' programme for black and Asian leaders in education.

Ann's theme was "All Aboard" – how do we bring the whole school, including senior leaders, on our anti-racism journey? Ann was challenging and inspiring in equal measure, drawing on her diverse leadership experience to identify how best we build support for our RSJ work. Key ideas and questions from Ann which particularly resonated with me included:

- The work we do is brave. And is inherently long-term in nature. Some people won't like it.
- If we are going to lead the RSJ conversation, we need to know our stuff – it is beholden on us to 'do our homework', so that we can speak confidently and from a place of knowledge when discussing why anti-racism and inclusion work in school is important, and why it will lead to better outcomes for all. If we don't know the answer, find out, and get back to people quickly.
- The success of our work is closely tied to our culture in schools. Are we brave enough to ask the difficult questions? Is our culture open? Is everybody allowed to contribute? How do I make someone feel less guilty or awkward about having a 'race' conversation with me?
- If we are looking for ways to gain traction, have we studied our school data about outcomes and exclusions? What does it tell us? Have we actively captured student voice? What does it tell us and how is it used?
- Pose challenging but positive questions to governors and school leaders:
 - How can we ensure more black staff in school progress to senior jobs and that there are more parents and community members of colour on our school governing bodies?
 - How do we ensure relationships between students and teachers are positive and that they are backed up by our school policies?
 - What do we want new staff to know about our approach to diversity?
 - What strategies do we use to ensure staff feel welcomed?
 - How can we ensure our curriculum better reflects our communities?
 - How are all of these things monitored and evidenced?
 - How can students better lead RSJ in our school?

RSJ Facilitators' Network

- Regarding community engagement, who are the role models in our local community? How do we get those people into school? How can we ensure that our schools are engaging our parents and the wider community?
- How do we promote/build emotional intelligence? - it is closely linked to the creation of a culture where race and equality issues can be discussed and addressed positively.

Ann also invited each facilitator to share one success from their RSJ work over the last year. Highlights of some of the amazing work shared included:

- The creation of a student 'RSJ voice group' meeting weekly and feeding back directly to SLT.
- Reviewing what the school celebrates, including through Black History Month, to ensure that it is not tokenistic and that the themes are also addressed throughout the year.
- The establishment of a Culture Committee of children, which is directly contributing to a shift in organisational culture.
- The facilitator working directly with the head to review the school's practice across the three RSJ themes.
- Growing the schools RSJ pupil team - from 5 to 35 students
- Ensuring that RSJ is incorporated into an appraisal target for everyone in school.
- Diversified the agencies the school works with, to better reflect the communities it serves.
- Diversified recruitment processes to attract staff from a broader range of backgrounds.

A huge thank you to Ann for her time, energy and inspiration.



Fig Tree International ✓
@Ann_Palmer20

Thank you @BDSIPEd for welcoming me this morning. I loved training your Race and Social Justice Facilitators and it was great to hear what has been achieved in Barking and Dagenham @lbbdcouncil over the last few years.



Ben Spinks



Hidden Figures History Spotlight

Sophia Duleep Singh

Lara Marsh



Sophia Duleep Singh was born a princess, the daughter of the last Maharaja of the Sikh Empire in India. Her family lost their lands to the British and so they came to live in the UK where Sophia was born. Her childhood was turbulent; her father abandoned the family to go and live in Paris and her mother battled with alcoholism. Her godmother, Queen Victoria, provided her with financial support and a home at Hampton Court. As a young woman, she travelled to India and the poverty she witnessed inspired her to become politically active.

At the age of 33 she joined the Women's Political and Social Union, becoming an active member. In 1910, Princess Sophia led a 400-strong demonstration to Parliament with prominent suffragette Emmeline Pankhurst, a protest that became known as "Black Friday" due to the violence the suffragettes suffered at the hands of the police. She spoiled her 1911 census and famously sold *The Suffragette* newspaper outside Hampton Court Palace where she lived.

King George V contemplated removing her from the Palace to stop her campaigning. Sophia was arrested for taking part in physical and violent protests, but never sent to prison because of her status and name. She became a Red Cross nurse during the First World War, tending to the British Indian troops at hospital in Brighton. Afterwards, she continued working for women's rights. Princess Sophia died on 22 August 1948, at the age of 71.



Princess Sophia Dhuleep Singh selling "The Suffragette" outside Hampton Court Palace, where she has a suite of apartments.

Hidden Figures History Spotlight

There are 2 children's books written about Sophia both aimed at upper KS2 children. There is also a BBC TEACH film during which 11 year old Hari discusses the story of Princess Sophia with his mum.

<https://www.bbc.co.uk/teach/class-clips-video/history-ks2-sophia-duleep-singh-the-indian-princess-who-helped-women-gain-the-right-to-vote/z27xhcw>

The Scholastic website also has some lesson plans to accompany the 'My Story' book for free download.



Windrush 75, 22nd June 2023

Marilyn Johnson

What is Windrush Day?



Windrush Day is a chance to celebrate British Caribbean communities, and acknowledge the sacrifices and contributions the Windrush generation and their descendants have made to British society. First officially recognised as a day of celebration in 2017, Windrush Day takes place on 22 June each year to mark the anniversary of the arrival of HMT Empire Windrush on 22 June 1948.

According to records, the ship was carrying 1,027 passengers, 802 of whom gave their last country of residence as somewhere in the Caribbean; additional documented countries of residence are India, Pakistan, Kenya and South Africa.

Personal Reflections

Resilience, determination, generosity and strong family values are some of the things that come to mind when I think about the Windrush generation. As a Granddaughter of the Windrush generation, I often reflect on this period of time and feel inspired. It must have taken some strength of spirit to migrate to a country where everything was so different, sometimes not for the good. Despite the hostility faced, this generation still managed to pull through by building and establishing their families and communities.

Days like Windrush Day help us to appreciate and celebrate those that paved the way for us to enjoy the privileges and equality we have in our present day. For myself personally, It's a day that I can reflect and be proud of my own Caribbean roots. The fact that I have strong ties both with England and Jamaica is merely because of a journey my grandparents decided to take seven decades ago. This journey has made me who I am today.



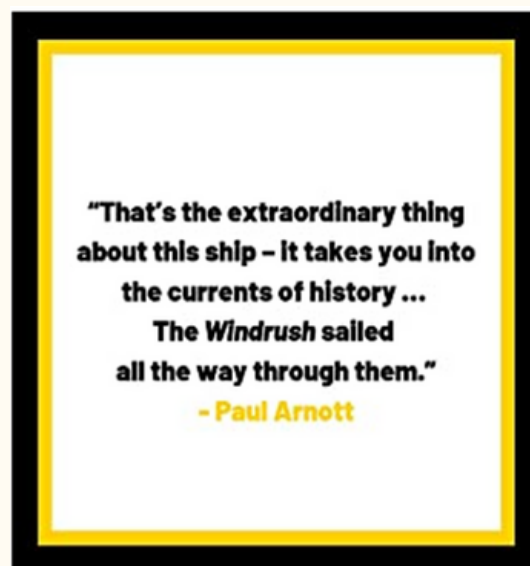
My paternal grandmother and grandfather,
Mile End, Early 1960s

Windrush 75, 22nd June 2023

As the RSJ facilitator in my school, colleagues will often make me aware of different events that link well to our work. Our history co-ordinator, Nicole Bell, wanted to mark the occasion and took the lead on how the day would be celebrated. She decided to hold a special Windrush assembly and set some 'whole school' task based themed homework. Tasks included researching the Notting Hill carnival and making a diorama of a Caribbean island, including habitats, the ocean and the people!

When I asked Nicole why it was important for her to highlight this day within our school community she expressed the following:

“ The Windrush generation are part of a long history of migration to Britain, going back millennia. When looking at significant events in British history, just as young men were called upon to defend our freedoms, it is vital to this nation’s story that we also remember those who were prepared to give up so much to help a country in need - the Britain we have today: the doctors, teachers, nurses, the culture, food, music would not be possible without those who choose to make a new life here - and for this, everyone of us should be thankful.”



For information about Windrush 75 and events, please visit

<https://www.windrush75.org/>

Westminster Windrush 75 Festival

Jenny Monrose



Honouring, acknowledging and celebrating the 75th anniversary of the extraordinary people who boarded on the Windrush for a better life. But this new chapter of their lives soon became a long road ahead of them with racism and segregation.

Yesterday Miss. Monrose attended the Westminster Windrush 75 Festival alongside her grandmother Roseline. This festival highlights the history and culture of the black community in the UK through TV, Music, politics, fashion etc.

This festival highlights the history and culture of the black community in the UK through TV, Music, politics, fashion etc. Ms. Roseline Monrose came to England 1962 from St. Lucia on the HMT Empire Windrush to find love with her now late husband, Mitchel. She began working her way into society as a catering assistant for the Metropolitan Police, then became charge of catering in 1969. She overcame the obstacles through her job. Settled into her new way of life. "The hardest thing about it was not being able to find a place to live and experiencing the cold weather. Not something that I never experienced in the Caribbean. The love I had for my husband kept me going and pushing through. I cherish the memories we shared with one another."

Back in 2021, Roseline had the opportunity to be a part of a documentary focusing on the lives during and after Windrush. 'Still We Rise' has made it to multiple film festivals with more showings this month across London. There were many notable faces at the Westminster festival such as the Major of Westminster Councillor Patricia McAllister, British Soul Singer Heather Small and Ozzy and Carol, Veterans women of the Royal Army Corps, who led the army tribute at the base for the late Flight Sergeant Peter Brown in 2021. We value, respect and will continue to remember this time in history as with the Windrush, brought the well-known Notting Hill Carnival.



Windrush 75

Children from Marsh Green Primary School



Social Media Accounts to Follow

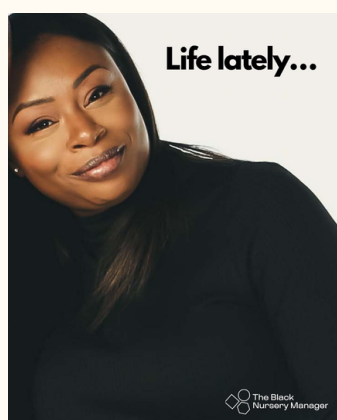
Do you want to keep up to date with the latest ideas and inspiration from influencers in Race & Social Justice? Why not give these social media accounts a follow...!



Diverse Educators

<https://www.instagram.com/diverseeducators/>

DiverseEd is a community of intersectional educators who are passionate about diversity, equity and inclusion



The Black Nursery Manager

<https://www.instagram.com/theblacknurserymanager/?hl=en>

Award-winning early years anti-racist trainer & consultant



Arise

<https://www.instagram.com/ariseprojectuk/>

Anti-Racism in Schools and Education

Upcoming Community Events

East London based UKON Careers are ready to hit the streets of Barking for Carnival 2023. The group will be working with several mas' bands to deliver an exciting live carnival Barking and Dagenham Carnival will be returning this year with both live and online elements. It will take place at the Barking Learning Centre and in Barking Town Square.



Some Inspiration...

What I love about the role of the RSJ facilitator is that I am able to lead on and discuss subjects which are close to our children's hearts. We are opening up conversations about race, identity and social injustice which sometimes do not get heard. Seeing my children empowered and taking up the mantle has also given me hope for the future.

Michael Kaitell – Headteacher, Hunters Hall Primary School

"Justice is what love looks like in public"

"None of us alone can save the nation or the world. But each of us can make a positive difference if we commit ourselves to do so."

Cornel West

"Action is the only remedy to indifference: the most insidious danger of all."

Elie Wiesel

