

## Minutes from the Racism & Diversity Parent Forum via zoom

Monday 23<sup>rd</sup> November 2020

In attendance:

20 parents, Ife (BLAM), Rosebal Ing (Lewisham EP Service), Jeanette Brumby, Hania Ryans, Kim Clark, Emily Bruggy, Steven Aldridge, Rachel Whitely and Leanne Cowley.

Hania Ryans opened the meeting.

Welcome to our second parent forum focusing on diversity and becoming an anti-racist school. The notes from the last session can be found on our website. Here tonight are all senior leaders and they will be giving an update on our developing curriculum.

We will also be explaining how we manage racist incidents. Tonight we welcome back Ife from BLAM and Rosebal ing from Lewisham EP service who will be giving an update.

I will be taking notes again. We have to tried to include everything you have asked for from the last forum. It is important that we get to hear your voices so please add any questions/comment to the chat box; this will be monitored by Ms Whitely and Ms Bruggy.

As a school, we are committed to making a changed and becoming an anti-racist school. We recognise that we are at the start of this journey and would like to work with our school community to make a difference.

**EB:** Discussed the time line to date, highlighting the Grounded project, talked about staff meetings around how to manage racist incidents. Discussed International evening, empathy day and linking it to becoming an anti-racist school. During lockdown, there was a big project on Windrush day, and we will be continuing with this next year.

Summer term: We will be using zoom to link up classrooms with our partnership school, reviewing our policies with a critical eye to ensure they are promoting being anti-racist.

**Ife (BLAM):** Gave an update on the Grounded project, BLAM concentrate on the voice of young people, helps them learn about their Blackness, during an Icebreaker they discussed their lived experiences. Children who are quieter during the day, we find often take the lead in these projects. Black history projects can help children make friends more easily. The young people attended felt their narratives needed to be taught more in school. However, there is a lot of work going on behind the scenes to improve the curriculum. The children are tasked to discuss Black history at home. The project is restricted to Years 4 & 5 at present, due to Covid.

**EB:** Children to present projects back to their class.

**Rosebal ing:** Many different things have been happening within the Borough. The core values for the Borough are anti-racism and social justices. What should we do differently, anti-racism stance, mini presentation to support other teams, take on a challenge and tackle unconscious bias in schools, work with young peoples and gather their voices, engage the community and have a reflective

process with parents. We would like to facilitate a forum of between 6 and 8 parents to gather reflections on the strength of the community.

**KC:** As a school, we have done a lot of work around vocabulary generally and how in order to teach something effectively, it must be underpinned by a shared vocabulary. This applies across the whole curriculum. As a school, we have recognised that we do not have a shared vocabulary around teaching black history which is the next step for us on. This also links to the policy work we have been doing on dealing with racist incidents – it's important that we have a shared language to use around this. Kim shared a slide

Kim said that we are now going to look at each phase in turn and what has been happening in the curriculum so far.

**EYFS:** Children to learn through stories, we have ensured there diversity within the books we read so that they can see themselves in stories and so that we can children are able to connect and empathise with characters that perhaps don't look like them. In topic, the children were introduced to Black superheroes; we had 2 siblings who shared their experiences of Diwali through zoom.

**RW:** KS1 have had an author visit via zoom from a new an upcoming black author. They discussed hairstyles and the power of hair. They have a display in the classroom of different hair products for Black hair. Blue plaque focus was on a train and bus driver. Rachel has set up Padlet for parents and will share this via the newsletter.

**SA:** Years 3 & 4 had positive author visit. As PE leader every year group as a sporting hero from a different ethnic background; Year 4 had Pela. They are also ensuring they use diverse images in their maths books. Year 4 have revisited the Windrush experience and enjoyed listening to A.A King of Calypso. They are also trying to find a diverse range for the weekly home reading.

**LC:** Year 5 & 6: Planning to compare Mary Seacole with Florence Nightingale and why there is more information around Florence. Year 6 have had an author visit, they discussed Black African community to create a less prejudice Britain.

**RW:** If any parents would like anything added to the Padlet please email her.

**EB:** Managing racism incidence. We have some very clear guidelines about how to manage incidences. Racism is a form of bullying. We recognise the school as an institution and we are open to criticism. We need to challenge all incidences, is someone perceives an incident to be racist it has to be dealt with as such. We have a duty to record and log all incidences. We have recorded two this term. One teacher perceived a comment to be racist but the child was unaware the parents were informed. Child said a teacher was racist; we keep a log to see if they are one off incidences. When dealing with an incident we listen the victim, accept the language they use and let them know they have a right to report. We would them educate all depending on the outcome and we need to invite in experts and black role models.

**JB:** Thank you to leaders this has been a big part of work. Hania and I had a meeting with all Lewisham Heads, looking at exclusion rates of all Black children in school. There is a Heads steering group looking at how we report incidents. The team at Fairlawn have found some brilliant resources

and Lewisham will be looking at us to see what we are doing. All leaders are eager to learn more and will happily update on any Lewisham wide initiative.

**HR:** Asked if there were any further questions from parents. One parent suggested, sharing more with news parents, which we will happily do. Everybody was thanked for engaging with the meeting.