



Race equality in education training programme

2024-25



Introduction

In January 2022, the Ealing Race Equality Commission published its report 'Do Something Good'. The commission was set up to focus on the issue of race equality in Ealing, gathering evidence across a range of areas including education, health, housing, policing, employment, and participation and in particular listening to the views and experiences of people from a wide range of ethnic backgrounds.

Within the final report there are seven demands relating to education:

1. Rapidly close the attainment gap for Black Caribbean pupils
2. End the disproportionate rate of exclusions
3. Accelerate progress with changes to the curriculum
4. Make training for teachers on race equality and unconscious bias part of core training
5. Empower parents to play an active role in their child's education
6. Every school should have a lead for race and diversity who is identified to parents
7. Increase the number of Black teachers in leadership roles

The Council and the Ealing Learning Partnership fully accepted the demands set out by the Race Equality Commission and an ambitious action plan was put in place for 2022-26 which focuses on the attainment and achievement of three priority pupil groups across the borough:

- Black Caribbean pupils
- White and Black Caribbean pupils
- Somali pupils

The race equality in education training programme for schools is a key part of achieving this commitment.

Overview of programme

Drawing on good practice from within Ealing and further afield, a comprehensive programme of training has been devised that aims to support school leaders to take forward the race equality agenda in their schools.

In addition to the existing training programme, several new courses have been commissioned this year:

- Building Equitable Parent Forums
- Addressing the N-word and Dehumanising Language in Secondary Schools
- Do No Harm – Teaching Transatlantic Enslavement in Key Stage 2 and 3
- Race equality in the curriculum – research, selection and evaluation of resources
- Governors and Race Equality Leads Network

School engagement with the training programme has been excellent. During 2023-24, 220 individual members of staff from 75 schools participated in the race equality programme. Many of these staff attended numerous training and network sessions, and there are numerous examples of school staff taking this learning back into school and making significant changes.

The training programme for 2024-25 aims to continue to provide access to the awareness raising and knowledge building for courses for school staff who are earlier in their race equality journey, but it also offers opportunities for school leaders to further develop their learning and expertise with new courses.

To achieve systemic change, it is essential that all staff with schools and settings who educate and support children, young people and their families have access to the same high quality, training provision. For this reason, **all schools are strongly encouraged to sign up to the challenging disproportionality facilitator training sessions** and train members of staff to facilitate race equality training for all staff back in school.

Getting started on your race equality – suggested pathway

If your school has just started to focus on race equality, we recommend the following steps:

Step 1

Share the 'What does the data tell us?' presentation with your governing body and whole staff

Step 2

Nominate a senior member of staff and a governor to be the race and diversity leads

Step 3

Identify two senior leaders to attend the three-part course 'Facilitators training – Challenging disproportionality and developing cultural competence'

Step 4

Allocate six 1-hour sessions for senior leaders to facilitate the delivery of the challenging disproportionality training to ALL staff and Governors

Step 5

Use Ealing's Black Caribbean self-evaluation audit tool to carry out an audit of current practice in school to identify areas for action

Step 6

Senior leader and/or race and diversity leads attend the regular race equality leadership Seminars and network meeting.

Training and networks

The following training courses and networks are currently available to all Ealing schools:

Training courses

- Adulthood of Black children
- Addressing the N-word and dehumanising language in secondary schools
- Building equitable parent forums
- Challenging our biases
- Dealing with racist incidents effectively
- Developing your anti-racist policy
- Do no harm – teaching transatlantic enslavement in Key Stage 2 and 3
- Ealing diversity in leadership programme
- Facilitators Training - Challenging disproportionality and developing cultural competence
- Inclusive recruitment and retention
- Race equality in the primary curriculum
- Race equality in the secondary curriculum (subject specific)
- Race equality in the curriculum – research, selection and evaluation of resources
- Reviewing school policies through an anti-racist lens

Networks, conference, seminars

- Governor and race and diversity Leads Conference
- Governors and race equality Leads Network
- Leadership seminar - race equality in education
- Race and diversity staff leads network

All the above training and networks are provided free of charge to ELP schools, except for the Ealing leadership diversity programme where there is a small charge of £200 per person. Charges for individual courses for non-ELP schools can be found on

A summary of each course and network is below, along with dates and booking arrangements.

Training Courses

Addressing the N-word and Dehumanising Language in Secondary Schools

This course is designed for high schools who would like to tackle the use of the N-word and other anti-Black, dehumanising language. Staff will develop their understanding of the context which has seen a rise in the use of dehumanising racial slurs and will explore key challenges facing schools. An assembly outline and suggestions for follow up activities will also be provided.

Adulthood of Black children

This course will explore the concept of the adulthood of Black children, its impact for pupils within schools, including the application of school policies, and how school leaders and staff can guard against it.

Building Equitable Parent Forums

A three-part training course that focuses on transforming deficit-based views into asset-based perspectives, highlighting the strengths and cultural wealth of historically marginalised families. Participants will learn to recognise and leverage these strengths to foster more inclusive and respectful parent-school collaborations.

Challenging our Biases (governors)

This session is specifically for Governors and will focus on our own biases and how our background, personal experiences, stereotypes and cultural context can impact on our decisions and actions, and the impact of this on our roles within a school context.

Dealing with racist incidences effectively

In response to the demands of the Ealing Race Equality Commission for education and our commitment to anti racism, we recognise the importance of how we manage racist incidents that may occur in our schools and settings. This training will give leaders/ staff/ governors the opportunity to consider the impact of racist incidents on children and the safeguarding systems we can put in place that ensure the needs of all children are met. Led by Orlene Badu, she will use the models provided in her recently published book, "How to Build your Antiracist Classroom" to ensure we all have a systemic approach that all staff understand and can lead with confidence.

Developing your anti-racist policy

This course provides guidance for school leaders and governors about developing an anti-racist policy for their school. It considers the benefits of an anti-racist policy as well as practical strategies for developing the policy in close collaboration with parents, pupils and staff.

Do no harm – teaching transatlantic enslavement

Teachers will learn how traditional approaches to transatlantic enslavement have not served the students in our classrooms. Teachers will develop awareness of the facts, how to safeguard against trauma, implement the aspirational approach and understand how the British Empire and Transatlantic Enslavement impact the world and the UK today. This course is designed for curriculum leads and teachers of KS2 and KS3.

Ealing diversity in leadership programme

A collaborative programme from Teach West London and Ealing Learning Partnership (ELP). Supporting career progression pathways for Black, Asian and minoritised background teachers who want to pursue roles in senior leadership - headship, deputy, and assistant headship.

The programme will include personal coaching; making an application; mock interviews; presentation and public speaking. Cost of programme £200 per person (ELP subsidised). For more information and how to apply visit [Diversity in leadership programme](#)

Facilitators training - Challenging disproportionality and developing cultural competence

Three-part facilitation training for two senior leaders from schools to enable them to lead the facilitation of six one-hour sessions back in school to the whole school staff, using video training resources. Topics covered include:

- Unconscious bias and micro-aggressions: how background, personal experiences, stereotypes and cultural context impact on decisions and actions without you realising
- Introduction to racial identity theory and consideration of the legacy of empire
- Strategies for developing cultural competence within organisations

The facilitation training will be led by Orlene Badu who is an experienced leadership and education consultant and a racial literacy advocate.

Inclusive recruitment and retention

This course will focus on developing an understanding of inclusive recruitment and retention; what good practice looks like, why it is important and how school leaders and governors can ensure that their policies and practices are inclusive and they are able to attract and retain staff from diverse ethnic backgrounds.

Race equality in the primary curriculum

This one-day course is aimed at curriculum leaders and subject leaders in primary schools. The course is insightful and explores perspectives rarely seen, focusing on:

- Black people in World History and British History
- Representation of Black History: developing a progressive approach
- Practice and curriculum: from theory to practice

By the end of the course, attendees will have much greater understanding and appreciation of Black history and wider Black contributions with practical examples of how to adapt the curriculum and approach in school for the benefit of all pupils. When a member of staff has attended the course, the school is entitled to ½ day bespoke support in school to help roll out / embed the training.

Race equality in the secondary curriculum – subject specific

A series of one day courses that each focus on race equality in one of five different secondary subjects have been developed. The subjects covered include English, maths, geography, history and science. The course is aimed at subject leaders in secondary school and is supported by the offer of ½ day bespoke training / advice back in school following attendance at the course.

Race equality in the curriculum - research, selection and evaluation of resources

This workshop will support teachers of all phases and subjects to select and evaluate sources competently when adapting and writing lessons to improve race equality and representation in the curriculum. Staff are advised to attend the Race Equality in the Primary Curriculum or Race Equality in the Secondary Curriculum training courses (listed above) before attending this course. Teachers should attend with units of work or lessons they wish to develop during the session.

Reviewing school policies through an anti-racist lens

This course will support school leaders to review their school policies to ensure that they are fair and equitable to all members of the school community, with a particular focus on racial discrimination and inequality. Examples of policies that schools may wish to review include behaviour policies, anti-bullying policy, exclusions policy and the school uniform policy.

Networks, conferences and seminars

Governor and Race Diversity Lead Conference

A half day conference for school governors to attend with their schools' race and diversity lead. The conference will be an opportunity for lead governors to reflect on progress towards meeting the education demands of the Ealing Race Equality Commission and to consider the role of Governors in driving this agenda forward within their school. There will be the opportunity to hear from inspirational speakers from both inside and outside of Ealing.

Governors and Race Equality Leads Network

This new termly network is aimed at governor/trustee leads and staff race and diversity leads and aims to support your school to achieve its race equality goals and ambitions. The network will keep participants informed about important issues relating to race equality, while also providing a platform for discussion and networking. To maximise the benefits, it's recommended that both staff and governor leads attend together. This way, they can collaboratively bring back valuable insights and strategies to their schools.

Leadership seminar

There will be one leadership seminar during the year which is an opportunity for Headteachers and their Race and Diversity Leads to come together to reflect on progress with the race equality journey within their schools. The seminars will also be an opportunity to hear from inspirational speakers, highlighting key areas that will provide leaders with insights that will inform the strategic approach to race equality in school.

Race and Diversity Leads Network

This is a regular network meeting for staff from primary, special and high schools who are leading the race equality programme within their school. The aim of the network meetings are to provide support and opportunities for staff to share good practice, identify challenges and work collaboratively to move this important agenda forward in their school. The networks will include elements of training, discussion and information sharing on key topics relevant to race equality within a school setting. It is recommended that Race and Diversity Leads attend every session throughout the year.

Training dates

To book places on any of the training or network sessions below visit Ealing CPD Online at www.ealingcpd.org.uk

Autumn term 2024

Course	Date	Time	Format	Phase	Target audience	CPD Online
Race and Diversity Leads – Start of Year Briefing	Tuesday 17 th September	9.30am – 10.30am	Online	All	Race & Diversity Leads	https://ealingcpd.org.uk/Event/240513
Governors’ Race Equality Conference	Wednesday 2 nd October	9.00am – 12 midday	In person	All	Senior leaders & governors	https://ealingcpd.org.uk/Event/240526
Dealing Effectively with Racist Incidences	Tuesday 8 th October	2.00pm – 4.00pm	In person	All	Senior leaders & governors	https://ealingcpd.org.uk/Event/242263
Addressing the N-word and Dehumanising Language in Secondary Schools:	Thursday 10 th October	09.30am – 12.30pm	In person	All	Senior & middle leaders	https://ealingcpd.org.uk/Event/244303
Challenging Your Biases	Wednesday 16 th October	6.00pm – 7.30pm	Online	All	Governors	https://ealingcpd.org.uk/Event/243531
Train the Facilitator – Challenging Disproportionality & Developing Cultural Competence (3 part)	Tuesday 22 nd October Tuesday 19 th November Tuesday 14 January	12.30pm – 4.30pm 1.00pm – 4.00pm 1.00pm – 4.00pm	In person	All	Senior leaders	https://ealingcpd.org.uk/Event/241398

Race equality in the Secondary English Curriculum	Thursday 24 th October	9.30am – 3.30pm	In person	Secondary	Secondary English leads/teachers	https://ealingcpd.org.uk/Event/244175
October half term 28th Oct – 1st Nov						
Race equality in the Secondary Science Curriculum	Thursday 7 th November	9.30am – 3.30pm	In person	Secondary	Secondary science leads/teachers	https://ealingcpd.org.uk/Event/244176
Building Equitable Parent Forums - Shifting perspectives and embracing strengths in diverse communities	Thursday 7 th November	9.30am – 12.00pm	In person	All	Senior leaders/Race & Diversity Leads	https://ealingcpd.org.uk/Event/244307
Race and Diversity Leads Network	Tues 12 th November	9.30am – 12midday	In person	All	Race & Diversity Leads	https://ealingcpd.org.uk/Event/240516
Governors' Race Equality Network	Wednesday 20 th November	4.00pm – 5.00pm	Online	All	Governors & Race & Diversity Leads	https://ealingcpd.org.uk/Event/243546
Inclusive Recruitment and Retention	Tuesday 26 th November	2.00pm – 4.30pm	In person	All	Governors and senior leaders	https://ealingcpd.org.uk/Event/239660
Developing an anti-racist policy	Wednesday 27 th November	2.00pm – 4.00pm	In person	All	Senior leaders & governors	https://ealingcpd.org.uk/Event/243274
Race Equality in the Primary Curriculum	Thursday 28 th November	9.30am – 3.30pm	In person	Primary	Curriculum & subject leaders	https://ealingcpd.org.uk/Event/244292

Adultification of black children	Tuesday 3 rd December	9.30am – 11.30am	In person	All	Senior leaders	https://ea-lingcpd.org.uk/Event/244186
Do No Harm – Teaching Transatlantic Enslavement (KS2 & KS3)	Thursday 5 th December	9.30am – 12:30pm	In person	All	Key Stage leaders, senior and middle leaders	https://ea-lingcpd.org.uk/Event/244324

Spring term 2025

Course	Date	Time	Format	Phase	Target audience	CPD Online
Race equality in the Secondary Geography Curriculum	Thursday 9 th January	9.30am – 3.30pm	In person	Secondary	Geography subject leads	https://ea-lingcpd.org.uk/Event/244179
Building Equitable Parent Forums - Facilitating Inclusivity: Strategies for Culturally Responsive Engagement	Thursday 16 th January	9.30am – 12.00pm	In person	All	Senior leaders/Race & Diversity Leads	https://ea-lingcpd.org.uk/Event/244311
Dealing Effectively with Racist Incidences	Tuesday 21 st January	2.00pm – 4.00pm	In person	All	Senior leaders & governors	https://ea-lingcpd.org.uk/Event/244184
Race equality in the Secondary History Curriculum	Thursday 23 rd January	9.30am – 3.30pm	In person	Secondary	Secondary history leads / teachers	https://ea-lingcpd.org.uk/Event/244180
Race equality in the curriculum - research, selection and evaluation of resources	Thursday 30 th January	9.30am – 12.30pm	In person	All	Curriculum, subject leads, teacher	https://ea-lingcpd.org.uk/Event/247127
Challenging Your Biases	Wednesday 5 th February	6.00pm – 7.30pm	Online	All	Governors	https://ea-lingcpd.org.uk/Event/243534

Course	Date	Time	Format	Phase	Target audience	CPD Online
Race equality in the Secondary Maths Curriculum	Thursday 6 th February	9.30am – 3.30pm	In person	Secondary	Secondary maths leads /teachers	https://ea-lingcpd.org.uk/Event/243408
Leadership Seminar	Tuesday 11 th February	9.00am – 12 midday	In person	All	Senior leaders & governors	https://ealingcpd.org.uk/Event/240523
February Half Term: Mon 17 Feb – Fri 21 Feb						
Festival of Learning 3rd March – 31st March						
Race Equality in the Primary Curriculum	Thursday 6 th March	9.30am – 3.30pm	In person	Primary	Curriculum / subject leads	https://ea-lingcpd.org.uk/Event/244181
Building Equitable Parent Forums - Sustaining Equity - Long-Term Strategies for Family Involvement	Thursday 13 th March	9.30am – 12.00pm	In person	All	Senior leaders/Race & Diversity Leads	https://ealingcpd.org.uk/Event/244314
Governors' Race Equality Network	Wednesday 19 th March	4.00pm – 5.00pm	Online	All	Governors & Race & Diversity Leads	https://ealingcpd.org.uk/Event/243547
Race and Diversity Leads	Tuesday 1 st April	9.30 – 12.00pm	In person	All	Race & Diversity Leads	https://ealingcpd.org.uk/Event/240518
Developing an anti-racist policy	Wednesday 23 rd April	2.00pm – 4.00pm	In person	All	Senior leaders & governors	https://ea-lingcpd.org.uk/Event/244183

Summer term 2025

Course	Date	Time	Format	Phase	Target audience	CPD Online
Reviewing Policies Through an Anti-Racist Lens	Tuesday 29 th April	2.00pm – 4.00pm	In person	All	Senior leaders & governors	https://ealingcpd.org.uk/Event/243413
Race and Diversity Leads Network	Tuesday 20 th May	1.00pm – 3.30pm	In person	All	Race & Diversity Leads	https://ealingcpd.org.uk/Event/240519
May Half Term: 26th May – 30th May 2025						
Inclusive Recruitment and Retention	Wednesday 11 th June	2.00pm – 4.30pm	In person	All	Senior leaders and governors	https://ealingcpd.org.uk/Event/239665
Race and Diversity Leads Celebration / Sharing the Learning	Tuesday 1 st July	9.30am – 12 midday	In person	All	Senior leaders, race & diversity leads, governors	https://ealingcpd.org.uk/Event/240521

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