



# 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 lead 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](http://www.ealingcpd.org.uk)

### Spring term 2025

Course and Ealing CPD online booking link	Date	Time	Format	Phase	Target audience
<a href="#">Network meeting for new race &amp; diversity leads in school</a>	Tuesday 14 January 2024	10am – 12pm	In person	All	Race and diversity leads
<a href="#">Developing an anti-racist policy</a>	Wednesday 15 January	2pm – 4pm	In person	All	Senior leaders and governors
<a href="#">Building equitable parent forums - facilitating inclusivity: strategies for culturally responsive engagement</a>	Thursday 16 January	9.30am – 12pm	In person	All	Senior leaders/race and diversity leads
<a href="#">Dealing effectively with racist incidences</a>	Tuesday 21 January	2 – 4pm	In person	All	Senior leaders and governors
<a href="#">Race equality in the secondary history curriculum</a>	Thursday 23 January	9.30am – 3.30pm	In person	Secondary	Secondary history leads / teachers
<a href="#">Addressing the n-word and dehumanising language in secondary schools</a>	Monday 27 January	9:30am – 12:30pm	In Person	All	Senior & middle leaders
<a href="#">Race equality in the curriculum - research, selection and evaluation of resources</a>	Thursday 30 January	9.30am – 12.30pm	In person	All	Curriculum, subject leads, teacher
<a href="#">Challenging your biases</a>	Wednesday 5 February	6 – 7.30pm	Online	All	Governors



Course and Ealing CPD online booking link	Date	Time	Format	Phase	Target audience
<a href="#">Race equality in the secondary maths curriculum</a>	Thursday 6 <sup>th</sup> February	9.30am – 3.30pm	In person	Secondary	Secondary maths leads /teachers
<a href="#">Inclusive recruitment and retention</a>	Tuesday 6 February	2 – 4.30pm	In person	All	Governors and senior leaders
<a href="#">Leadership seminar</a>	Tuesday 11 February	9.00am – 12 midday	In person	All	Senior leaders and governors
February Half Term	Mon 17 Feb – Fri 21 Feb				
Festival of Learning	3 March – 31 March				
<a href="#">Ethical Teaching of Transatlantic Enslavement</a>	27 February 2025	09:30 – 12:30 pm	In person	All	Key Stage leaders, senior and middle leaders
<a href="#">Race Equality in the Primary Curriculum</a>	Thursday 13 March	9.30am – 3.30pm	In person	Primary	Curriculum / subject leads
<a href="#">Building Equitable Parent Forums - Sustaining Equity - Long-Term Strategies for Family Involvement</a>	Thursday 13 March	9.30am – 12pm	In person	All	Senior leaders/Race & Diversity Leads
<a href="#">Governors' Race Equality Network</a>	Wednesday 19 <sup>h</sup> March	4 – 5pm	Online	All	Governors & Race & Diversity Leads
<a href="#">Race and Diversity Leads</a>	Tuesday 1 April	9.30 – 12pm	In person	All	Race & Diversity Leads

## Summer term 2025

Course and Ealing CPD online booking link	Date	Time	Format	Phase	Target audience
<a href="#">Developing an anti-racist policy</a>	Wednesday 23 April	2 – 40pm	In person	All	Senior leaders and governors
<a href="#">Reviewing policies through an anti-racist lens</a>	Tuesday 29 April	2 – 4pm	In person	All	Senior leaders and governors
<a href="#">Addressing the n-word and dehumanising language in secondary schools</a>	Thursday 8 May	9:30 – 12:30pm	In person	All	Senior and middle leaders
<a href="#">Race and diversity leads network</a>	Tuesday 20 May	1 – 3.30pm	In person	All	Race and diversity leads
May half term	26 May – 30 May 2025				
<a href="#">Ethical teaching of transatlantic enslavement</a>	Thursday 5 June	09:30am – 12:30pm	In person	All	Key stage leaders, senior and middle leaders
<a href="#">Inclusive recruitment and retention</a>	Wednesday 11 June	2 – 4.30pm	In person	All	Senior leaders and governors
<a href="#">Race and diversity leads celebration / sharing the learning</a>	Tuesday 1 July	9.30am – 12 midday	In person	All	Senior leaders, race & diversity leads, governors

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