



Tackling Racism in School

“Not everything that is faced can be changed, but nothing can be changed until it is faced.” – James Baldwin



The Award

- Two-year award.
- Six key assessment areas.



Ulverston Victoria High School

The Anti-Racist School Award Competency

Governance, Leadership and Strategy

The Anti-Racist School Award Competency

School Environment

The Anti-Racist School Award Competency

Professional Learning & Development

The Anti-Racist School Award Competency

Hidden Curriculum

The Anti-Racist School Award Competency

Pedagogy & Curriculum

The Anti-Racist School Award Competency

Parents/Carers & Community Partnerships



November 2022 – July 2023

Student Survey

*Completed in February 2023 before
main body of work started*



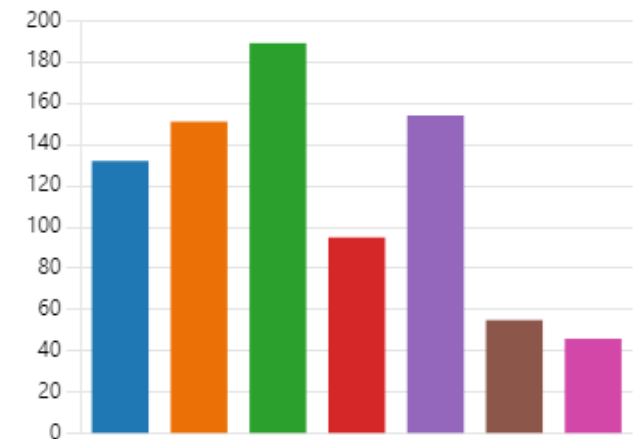
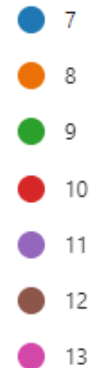
822

Responses

- 13% of students felt judged when they embrace their culture.
- 12% felt that school is **not** a safe environment to discuss racism.
- 8% felt that they cannot speak to adults in school about racism.
- 7% (56) of the students that completed the survey **had** experienced racism in school.
- Of these, 68% said that it was **not dealt with in a satisfactory manner.**

1. What year are you in?

[More Details](#)



Student Feedback

From emails or Student Survey



“I would like to thank both of you formally and in person one day for starting the Belonging Project.”

“As someone who’s experienced discrimination it has made my time at UVHS harder than it should’ve been.”

“I have experienced racism more times than I should’ve”

“I struggled feeling like I fit in; I felt like my culture wasn’t accepted; I felt like I wasn’t accepted. I had a small group of friends, but they’d also pick on things I considered normal: the difference between foods for example.”

“it seems like an efficient solution to the problem of discrimination...I know it will never be completely gone, I know some people cannot change their viewpoint, but knowing that there’s someone out there doing something, making UVHS a better place, makes me feel more comfortable walking around school.”

“At [Anti-racism committee meeting] I was practically on the verge of tears. Seeing the PowerPoint and survey being made in a hope to better the environment at school, and seeing everyone there made me a lot more confident knowing that there are people who want to make a change. Even if I am alone most the time, I feel happier and safer.”

Anti-racism Student Committee

Est. 2022

- Created a space for students passionate about anti-racism to meet every week.
- Discuss initiatives, strategies and plan next steps for the school anti-racism development.
- Have helped with assemblies (creating and delivering).
- Completed an audit on the literacy materials.
- Educated about anti-racism.



SAY NO TO RACISM
and
JOIN THE UVHS
ANTI-RACISM
COMMITTEE
EVERY TUESDAY. 1PM. C9.



Anti-racism: Update to behaviour policy



2022-2023

- All racist incidents are reported and logged clearly.
- Re-education programme created for perpetrator.
- Regular check-ins with victim.
- Contact with parents (both).

*"They're not learning why it is wrong if they're just being put in isolation."
- Student, aged 15.*

Staff Briefing

2022-2023

- Introduced the award.
- Discussed the results of the student survey.
- Discussed further literacy reading resources.
- Promoted the anti-racism committee.



Staff Inset

2022-2023

- Further introduction to the course.
- Presented the 'What is race?' BBC video to staff.
- Directed discussions between staff about race, history and barriers.
- Provided a booklet with further reading resources.



Anti-Racism Development

UVHS

Staff Inset

Wednesday 3rd May 2023



Professional Learning &
Development

Leeds Beckett Knowledge Exchange



2022-2023

- Attended a knowledge exchange event at Leeds Beckett university.
- Fascinating and incredibly informative day.
- Discussed demographic of our school with anti-racism leads from around the country; swapped ideas.
- Inspiring and empowering.

Professional Learning &
Development



Anna Freud Mental Health and Anti-Racism Course



2022-2023

- Completed Anti-racism and mental health in schools CPD e-learning course.
- Incredibly insightful; informed discussions for staff CPD (impacts of racism in the media on students – Football, COVID, hidden racism).



The seal of the University of the Pacific is a shield-shaped emblem. It is divided into three sections. The top left section is blue and features a yellow lighthouse with a bright light emanating from its top. The top right section is blue and depicts a white landscape with rolling hills, a body of water, and a small boat. The bottom section is white and contains a blue silhouette of a horse's head facing left. The entire shield is outlined in blue.

- Specific area for staff and students in the library to access anti-racism resources.
- Updated regularly by school librarian.

Hidden Curriculum





Diversity World Map

2022-2023

- Encouraged students and staff to plot their ethnic heritage on a world map.
- Promotes our rich and diverse culture.
- Challenges the “predominantly white” demographics of the area.
- Between 60-100 participants; ran out of pins!



KS3/KS4 Assemblies

2022-2023

- Tackling racism in school.
- Educated about privilege.
- Introduced to Black History Month (and how we acknowledge it at UVHS).
- Students supported in delivering (with comments on Anti-racism committee).
- Clarified the difference between non-racist and anti-racist.



Tackling Racism in School

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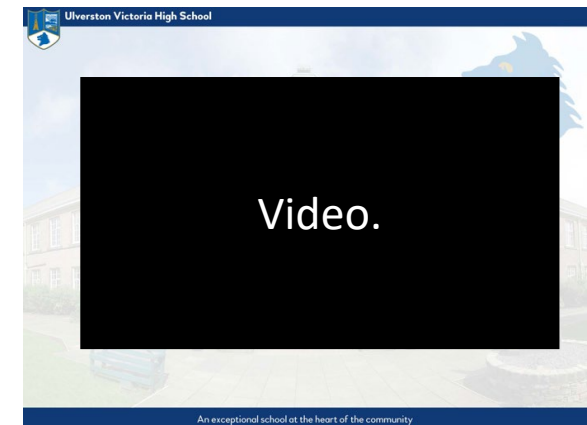
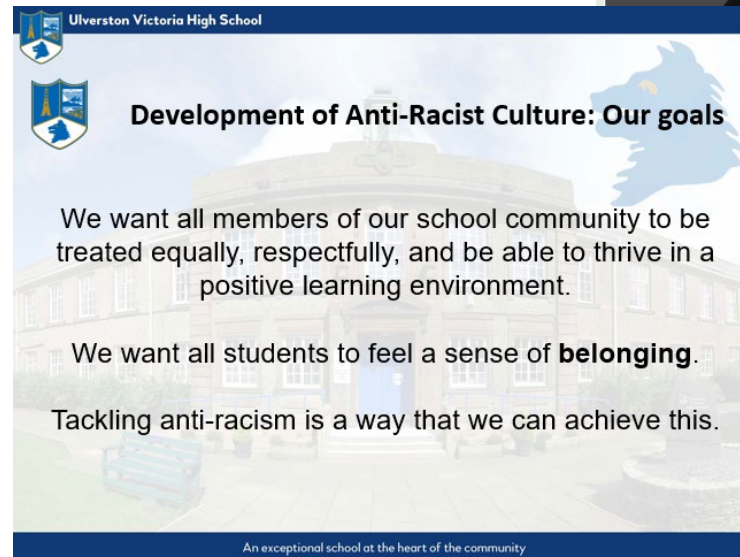
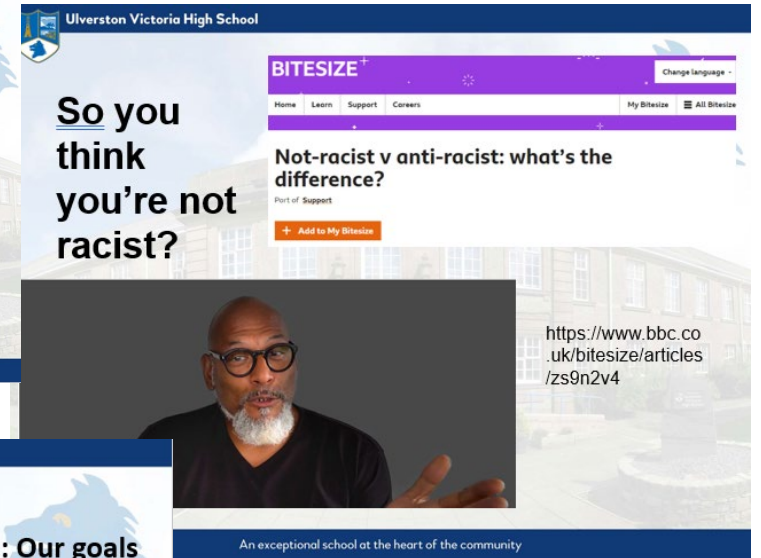
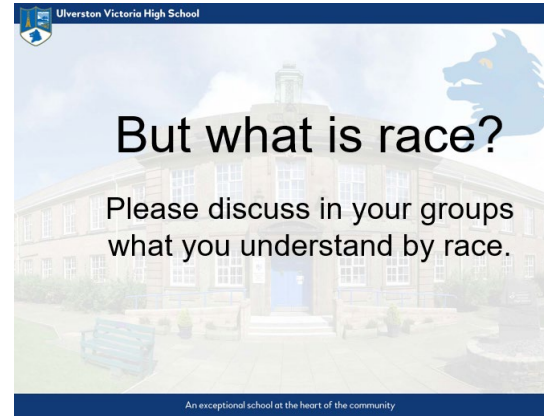
THINK: What does the above quotation mean?



Y12 Assembly

2022-2023

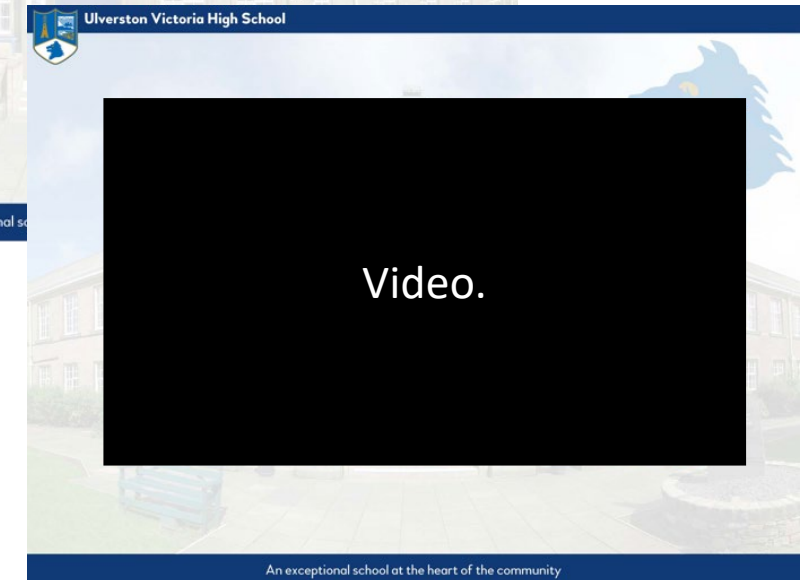
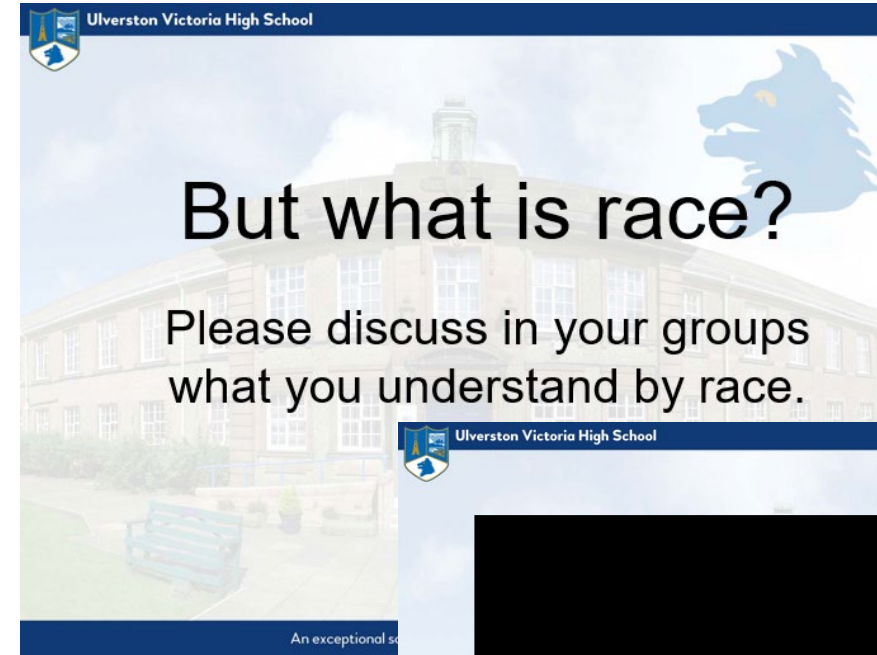
- Promoted the anti-racism development in school.
- Educated about the history of race.
- Clarified the difference between non-racist and anti-racist.
- Advertised the anti-racism committee.
- Emphasised the impact and subsequent severity of racist incidents in a real world setting (as an adult).



Y13 Tutorial

2022-2023

- Delivered a workshop to sixth form students.
- Introduced the concept of race and developed the historical knowledge of the term.
- Promoted the anti-racism committee.
- Emphasised the impacts (and consequences) of racism as a young adult/peer.



Changes to Curriculum



2022-2023

Year 9 spring term

Literary nonfiction: Frontiers

- Wider diversity of subject materials in English.
- Audit to be completed in departments.
- Initial findings promising; already rich diversity in History, Geography and Art.

Trailblazing Boeing leader took 'little steps' to become first African American to summit Everest

BY **LISA STIFFLER** on April 26, [2020](#) at 9:40 am



In 2006, Sophia Danenberg became the first black woman and first African-American of any gender to **5** summit Mount Everest. (Photo courtesy of Sophia Danenberg, taken by her Sherpa, Pa Nuru) **Sophia Danenberg** is happy **10** to go it alone, to grab a thread of interest and see

where it leads her.



September 2023 – July 2024



Appointment of a Governor

2023-2024

- Anti-racism school governor appointed and has been attending meetings since appointment.
- Attended an ARTEN meeting (Anti-Racist Teacher Education Network).
- Supporting with behaviour policy changes; researching the merits of restorative justice.

Staff Inset

2023-2024



- Further developing understanding of anti-racism.
- Discussing how best deal with challenging/difficult conversations.

A graphic with a dark blue horizontal bar at the top. Below it, the text "Questions about Anti-racism" is written in a large, black, sans-serif font. The background of the graphic shows a blurred image of a school building and a blue splash or cloud-like shape on the right side.


Questions about
Anti-racism







Teams Resources

2023-2024

- Encouraged staff to access further resources to support and educate.
- Specifically useful for more experienced staff (appropriate racial literacy changes across time).

Staff Area (T:) 

	Name ▾		Modified ▾	Modified By ▾
	 Anti-racism	 ...	November 3, 2023	A Desbottes

Physical school Environment

2023-2024

- In development.
- Plans for the following to be erected before Easter half term:

Engagement Centre – General anti-racism display: facts, figures, statistics, notable BAME figures in pop culture.

History (Confirmed by HoD) – Black History Month – History, importance, inspirational quotations.

Science (Confirmed by HoD) - A Block – Important BAME Scientists

MFL – Countries and cultures of the world

P.E. – Red card to racism campaign

Sixth-form area – Literacy, Reading recommendations, severity of impact.

- Intention to raise profile of Anti-racism committee work (all boards designed by the students).




KS3/KS4 Assemblies

2023-2024

- Anti-racist Cumbria resource.
- Further development on anti-racism.
- Presented 'The Fell We Climb' to all year groups.
- Follow up workshops in form time; developed confidence in anti-racism literacy.
- Reminded of the difference between non-racist and anti-racist.
- Encouraged students to suggest strategies and ideas (and attend the anti-racism committee).



**Ulverston Victoria High School**

The Fell We Climb

The Fell We Climb is a multi award-winning short animated film made using the personal experiences of Black and Brown children here in Cumbria.

We are going to watch the short film today, and then use form time tomorrow to discuss the themes covered.

Be asking yourself questions as you watch; what stands out to you, and what is important?

Anti-racist Cumbria poster

An exceptional school at the heart of the community

KS5 Assemblies

2023-2024

- Created with students.
- Promotes the anti-racism development in school.
- Targets the 'myths' of race, with the questions being generated from form tutor (and student) feedback.
- Case studies to reiterate the impact and tragic consequences of racist incidents.
- Deconstructing the idea of 'banter'.
- Deconstructing the myth of racism only being white vs black (at the request of a BAME student's experiences in Barrow).



Questions about Anti-racism

Often, studying (and learning) about anti-racism generates a lot of questions. Sometimes these questions can be uncomfortable to ask.

An exceptional school at the heart of the community









Audit of Form time Literacy

2023-2024

- Anti-racism committee read through the tutor time literacy in a bid to diversify the materials.
- School parliament member fed-back the findings to the student body.
- Led to the developing of literacy materials.

Staff Area (T:) > Tutor Time All Years > Reading skills for tutor time

 Name ▾	Modified ▾	Modified By ▾
 Year 10 Reading skills 2023-24	November 6, 2023	A Smith
 Year 11 Reading skills 2023-24	November 6, 2023	A Smith
 Year 7 Reading skills 2023-24	November 6, 2023	A Smith
 Year 8 Reading skills 2023-24	November 6, 2023	A Smith
 Year 9 Reading skills 2023-24	November 6, 2023	A Smith

Anti-Racist Cumbria Online Networking Event

2023-2024

- Attended a virtual event hosted by Anti-racist Cumbria.
- Discussed with local schools initiatives, barriers and strategies.
- Learned about their new resource (The Fell We Climb) and how to utilise it on a wide scale.
- 'Ask an expert' tools/feedback.



The 4 Phase Model for Enquiry

1. Starting:

- A short activity to engage and focus pupils
- Presenting the stimulus
- Time to think

2. Questioning:

- Sharing thoughts
- Airing questions they have
- Choosing the question they will discuss

3. Discussing:

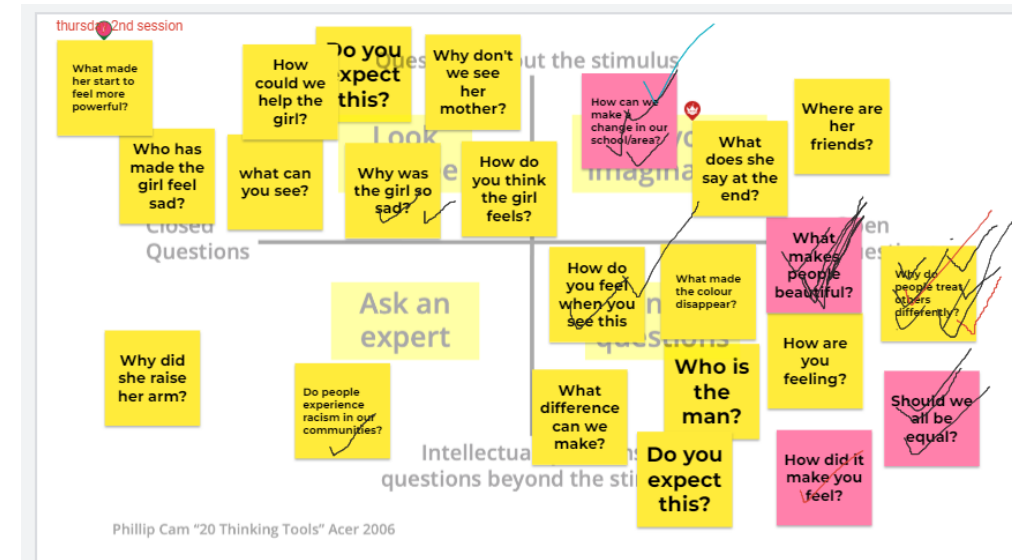
- Why this question?
- Opening the discussion to the class
- Last words: pupils share their point of view

4. Finishing:

- Pupils share their thoughts about the session
- Review phase and follow up/ follow on

Concepts and themes to discuss as a result of the film

	EYFS- Nursery/ Reception	Key-stage 1 Years 1/2	Lower Key- stage 2 Years 3/4	Upper Key- stage 2 Years 5/6	Key-stage 3 Years 7/8/9
Section of film for focus session	2mins 55 to 4mins 29	2 mins 55 to 4 mins 29	4 mins 45 to 6 mins 9	4 mins 45 to 7 mins 31	4 mins 34 to 9 mins 24
Core Themes	Friendship Righting wrongs Being a good friend It could happen here	Friendship Righting wrongs Being an ally It could happen here	Othering Allyship (not feeling less than or more than) Power Racism It could happen here	Friendship Allyship Bystander (standing up not standing by) Courage Racism Advocacy Justice It could happen here	Choice Racism Advocacy Justice It could happen here



Parents/Carers & Community
Partnerships

Anti-Racist Cumbria Summit

2023-2024

- Attended an in-person event hosted by Anti-racist Cumbria.
- Attended lectures on the history of race.
- Developed anti-racism understanding from real stories.



**Parents/Carers & Community
Partnerships**