**Anti-Racist Work and Tackling Disproportionality: Sharing Practice**

Please give a short description of the work being undertaken and its impact. Also provide relevant resources / documents and a contact name should others wish to find out more about the work.

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| **LA Name: Enfield – within communities (focussed on school leadership), also partners and staff from Enfield Education Services****Name of project or approach: Unconscious Bias & Anti-Racism Programme**In response to the events of the summer term 2020, the Professional Learning team will be offering this programme. **Aims:** To provide a comprehensive approach for analysing, reflecting and action planning for a whole school approach to unconscious bias and anti-racism including exploration of unconscious bias. To provide schools with the tools to hold discussions and analyse existing practice. To meet colleagues both locally and globally to expand their professional learning networks.To bring together professionals with expertise and experience, they will offer important insights to initiate valuable discussion. Schools will be supported to take the next steps in ensuring a mindset is shared across the school community.**How:** Bringing schools valuable expertise in this area. In addition to presentations and the sharing of knowledge and understanding; all sessions are highly interactive; we will utilise the functionality of Zoom, especially the breakout rooms and external sites to ensure a collaborative, reflective experience for all. All sessions will have both practical takeaways to use in school as well as research and articles for reflection. A reading list will also be given for those that want recommended further reading.Programme details:1. Wed 30th Sept 2020 Introduction to Anti-racism – Pran Patel4-5.30 p.m. **Learn** what a safe space means in a school for you as program participant; **Explore** anti-racism as a construct that encompasses every aspect of school & society2. Wed 21st Oct 2020 A Pedagogical Approach to an Inclusive Anti- 4-5.30 p.m racist classroom culture – Matthew R. Kay **Meet** the author of *Not Light But Fire* Matthew Kay; **Discover** how he establishes a culture to enable meaningful race conversations3. Wed 11th Nov 2020 Unconscious Bias - what it is and how to  4-5.30 p.m recognise it to develop an inclusive school culture – Orlene Badu **Delve into** the meaning of unconscious bias and how it affects our own lives and society; **Reflect** on what this means for your school context and plan next steps4. Wed 25th Nov 2020 Unconscious Bias - Anti-racism, and the impact  4-5.30 p.m on behaviour in school – Pran Patel **Examine** how behaviour policies, approaches and the management of, are affected by unconscious bias; **Gain** an understanding of how an audit can begin critique within your school 5. Wed 9th Dec 2020 An anti-racist approach to assessment and  4-5.30 p.m outcomes – Pran Patel **Understand** how underassessment can manifest itself; **Learn** how systems of assessment can change; the benefit of auditing and what can be done tomorrow 6. Wed 13th Jan 2020 Decolonising the Curriculum – Pran Patel4-5.30 p.m. **Consider** the breadth of what decolonising the curriculum means; Understand the impact of omission; representation both implicit and explicit; the power of narratives and collective hagiography7. Wed 3rd Feb 2020 Unconscious institutional bias and the effect on  4-5.30 p.m HR policies – Pran Patel**Dig into** the national picture across sectors and the trend with your school; **Question** the journey of a pupil of colour in education and explore the changes that can be made for recruitment8. Wed 24th Feb 2020 How to lead meaningful race conversations in  4-5.30 p.m the classroom – Matthew R. Kay**Learn** how establishing a dialogic classroom supports meaningful race conversations; **Reflect** on the dangers of pop-up conversations9. Wed 10th Mar 2020 The empowerment of children & young people – 4-5.30 p.m Pran Patel**Interrogate** the purpose of education and how empowerment plays a part; **Consider** racialised trauma and what change is needed for the children and young people in your school10. Wed 31st Mar 2020 What comes next? – Pran Patel and Special 4-5.30 p.m Guests **Review** the practical reflection/action plan that has been part of every session to formalise an action plan; **Hear** from school leaders who have taken the journey to lead an anti-racist school and plan the support required utilising the PLN from this program |

Please contact Anna.vaughan@enfield.gov.uk for a brochure and sign-up costs as well as further information.