



# Update: How are we incorporating Race & Social Justice work into our schools' education programmes?

Overview & Scrutiny Committee

9 July 2024





# Race and Social Justice (RSJ) initiative update

Natasha Cock, Education



# Background - a brief reminder



- In 2021, Education commissioned BDSIP to work in partnership with schools to develop and deliver a RSJ initiative, supported by 3 years' seed funding. The RSJ initiative is strongly school led and focused.
- Prior to launch, extensive research was undertaken examining practice in other parts of the country and engaging leading experts in the field, including Paul Miller, Professor of Educational Leadership and Social Justice.
- The initiative launched with a Headteachers' conference in September 2021, which received very positive feedback.
- The initiative intended to encompass the whole school, reflected in three themes:
  - Student experience and inclusion
  - Staff experience, including recruitment and progression
  - Curriculum

# Key features

- The RSJ charter - sets out tangible commitments the school makes
- The self-evaluation tool – allows schools to assess progress and identify priorities
- A network of around 50 RSJ Facilitators who help convene the work in their schools and share learning and practice across the borough
- Supported by RSJ leads:
  - Michael Kaitell, Headteacher Lead
  - Marilyn Johnson, Lead Facilitator
  - Nicole Leah, BDSIP
  - Natasha Cock, Education

## Barking and Dagenham Race and Social Justice Charter

We are proud that Barking and Dagenham is one of London's most diverse boroughs. We are determined that all our young people, particularly the most disadvantaged, should have the best possible start in life.

We believe that:

- Ethnic background or racial group must not negatively impact students' experience of school, their educational outcomes, or life chances
- The staff and leadership of our schools and borough must fully reflect our diversity
- Schools' curriculum must reflect and celebrate the diversity of our borough

Our school embraces our role in making these beliefs a reality. We have:

1. **A named lead facilitator for race and social justice** - co-ordinating work in our school and between schools
2. **A lead governor for race and social justice** - who ensures our governing body consistently considers how the school is addressing issues of race and social justice
3. **Used the Barking and Dagenham race and social justice self-evaluation tool** to identify priority areas we need to address **in our school improvement plan**
4. **A curriculum intent** which is explicit in representing and celebrating the diversity of people and communities in our borough
5. **Recruitment and progression** practices which create fair, equitable pathways for all candidates and employees, ensuring we reflect the communities we serve
6. **A commitment to staff development** - ensuring all our people have the skills and confidence to address issues of race and are knowledgeable about the communities we serve
7. **A clear commitment to working with pupil voice**, ensuring that the views of young people are central our approach
8. **Established links with our community** and engaged families in the development of the school's approach to race and social justice



# Highlights – 2023/24



Appointment of new RSJ Headteacher  
Lead – Michael Kaitell, Hunters Hall

RSJ initiative highlighted in the Education  
& Participation Strategic Plan 2023-26:  
[PowerPoint Presentation \(lbbd.gov.uk\)](https://lbbd.gov.uk)

Met with BAD Youth Forum to seek their  
views on the RSJ initiative. There are plans  
to discuss further work with them

Director of Education wrote to the  
remaining 14 schools who did not appear to  
be taking part in the RSJ initiative – 5 of  
these are now engaging.

15 schools are working through the Leeds  
Beckett University Anti Racist Award

# Highlights – 2023/24



## Engaging Schools' Senior Leadership Teams and Governing Bodies

- March 2024 Headteachers' Strategic Priorities Meeting & April 2024 Inclusion Roadshow - focused on connecting the RSJ initiative to wider school and borough strategies and policies
- Summer 2024 Director's report to Chairs of Governing Bodies – highlighted the role of RSJ work in supporting the borough's strategic Inclusion developments e.g. Inclusion Pledge

## Further development of RSJ Facilitators' Network:

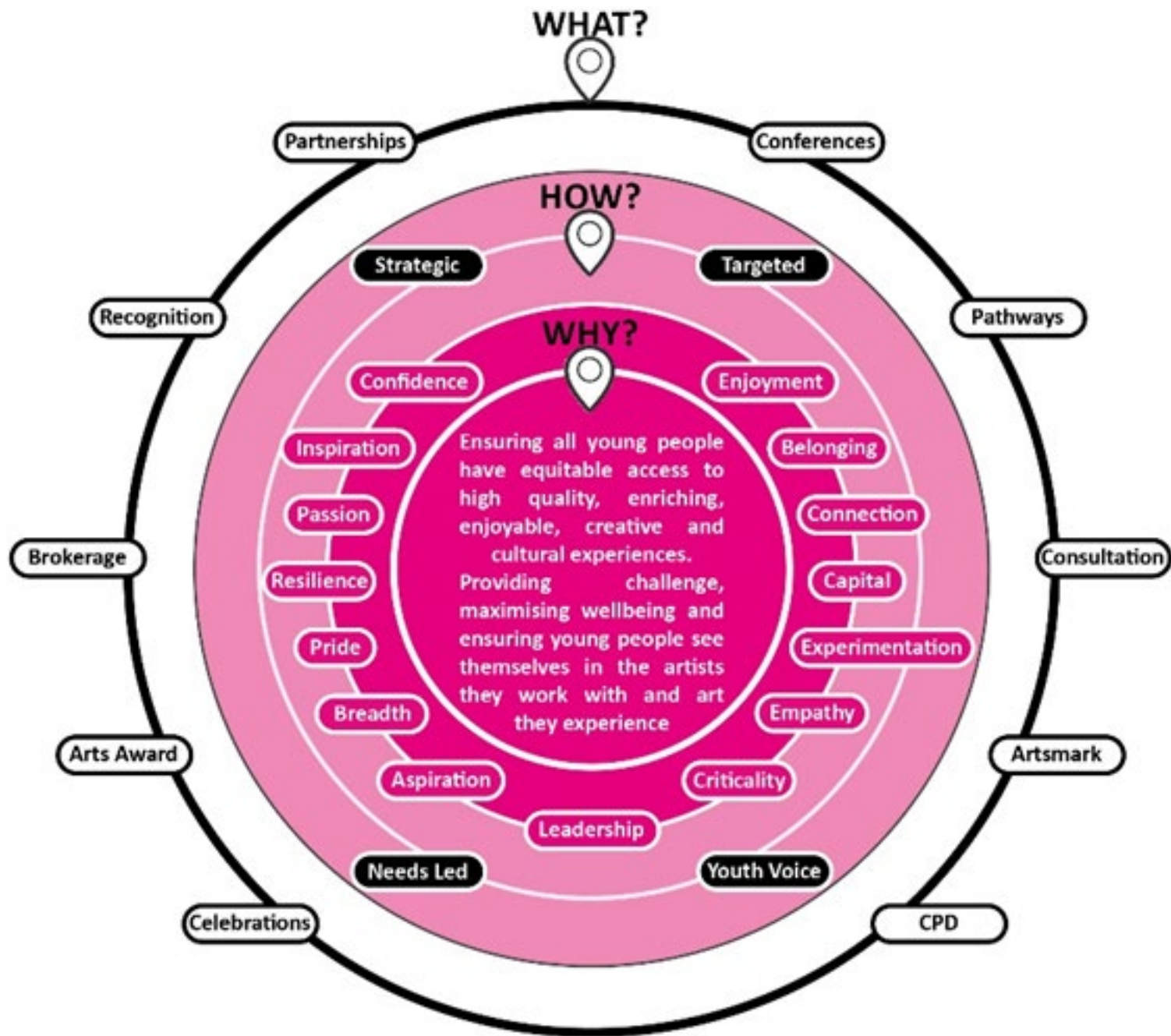
- Met termly – regularly attended by up to 30 schools
- Reviewed progress and identified challenges and priorities
- Shared learning and practice between schools
- Being supported to work in clusters, mirroring localities in the Community and Family Hubs model
- External training planned for June 2024

For further information, please see BDSIP's website: [Race and Social Justice - BDSIP](#)



**Inspiring Futures |  
The Cultural Education  
Partnership |  
2023-24**

**Martin Russell**



**The longest existing Cultural Education Partnership (CEP) in London and 1 of 3 original pilot CEP programmes**



**Key priorities:**

- Developing and embedding cultural leadership through CPDL
- Developing meaningful programmes for identified cohorts of vulnerable young people
- Clarifying, strengthening and experiencing pathways into the creative and cultural sector with a focus on film

**By:**

- continued professional development and learning for professionals
- developing organisations and cultural infrastructure
- developing cultural and creative opportunities for young people
- developing pathways for young people into the creative, cultural and digital industries.





# Young Creatives Makerspace | November 2023

100 School Pupils

Partners: Ideate Education | Eastbury Manor House | Hustle Eats

We brought together around 80 young participants in the historic walls of Eastbury Manor House for an immersive makerspace event that delved into the intricacies of leadership development. Inspired by the analogy of an orchestra, the event set out to decode the process of leadership evolution, particularly under the duress of challenges. The creative setting aimed to unravel the attributes of authentic leadership by mirroring the dynamics of an orchestra.



# Annual Conference | November 2023

## “Creative Leadersmithing”

**Leadership like metalwork is forged through process and pressure. How do we recognise good leadership and what are the qualities of great cultural leadership?**

- Held at Eastbury Manor House
- 100 guests from schools, cultural organisations and strategic partners
- 50% of all contributors were from the Global Majority
- 70% of all contributors were female
- Approaches to inclusive, anti-racial practice are embedded into the conference delivery. A different theme but with the learning and practice from the previous year’s conference

## THE INSPIRING FUTURES 2023 CONFERENCE AT EASTBURY MANOR HOUSE

### Pecha Kucha Power Hour



#### Marijke Steedman

Marijke Steedman is the Senior Curator for Culture Programmes in Barking and Dagenham Council's Culture and Heritage Service. Her practice is driven by radical approaches to creating and sharing knowledge to mobilise structural equity. She founded New Town Culture in Barking and Dagenham with a vision to embed creative approaches within social care services for children, young people and adults. Before this she was Curator and Head of Education at Whitechapel Gallery, Create and Tate and edited the book *Gallery as Community: Art, Education and Politics*.



#### Sabine Adeyinka

Sabine Adeyinka was born in England to a Nigerian dad and Jamaican mum. She grew up in Nigeria where she spent time in a boarding school from the age of eleven. As a young girl in Nigeria, she loved reading novels about boarding schools from around the world and longed to tell the stories of her own exciting experience. Sabine's favourite pastime is writing stories about memories of the landscape, food and people of her childhood. As well as writing children's novels, Sabine is currently training to be a priest in the Church of England and lives in London with her husband and two children.



**Barking & Dagenham**

## Highlights Included:

**Hustle Eats** – a Caribbean street food non-profit business that supports and enables young adults to reach their full potential through training, and paid work experience, catering for the conference

**Mark Miller** – Director for Learning at Tate delivering a Key Note Speech

**The Pecha Kucha Power Hour** – a unique approach to presentations and storytelling

**B&D's Young Mayor** - Regina Mudibo-Pamba closed the conference with an inspirational young person's perspective.

“ *This was the best conference yet...that rice, the young mayor and PKPH – I'll be using that in school!!* ”





# Royal Opera House | Create & Dance

The Royal Opera House Create & Dance team worked with Secondary Schools to develop a secondary dance programme intended to be rolled out to schools nationally.

Pupils and teachers developed a curriculum and response to Crystal Pite's *Flight Pattern*. A large ensemble piece of choreography that examines the European migrant crisis and the disappointment with the international response.

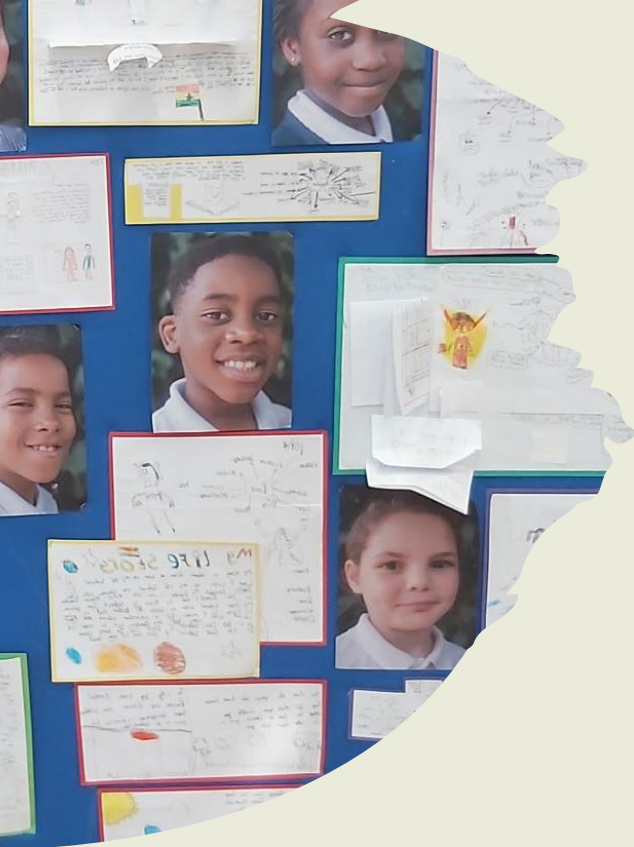
A selection of key dance teachers were invited to be part of the ROH steering group, students were invited to the Royal Ballet Studio in Covent Garden and performed at Eastbrook School as part of a multi-school sharing

# The Story of Me | Developing Diverse Models of Literacy Development

The Story of Me, a project led by Inspiring Futures and seven primary schools in the London Borough of Barking and Dagenham. It aimed to look at how storytelling and theatre-making helps to develop diverse and representative literacy curricula. It completed in July 2023 after 2 years.

This programme was not just about artist led activity, nor was it about adding “more diverse” books and stories to the curriculum. It was a programme designed to change the system by which curricula are designed. Focus was on knowledge transfer between artist and teacher and visa-versa.





# The Story of Me



A significant difference between year 1 and year 2 is a clearer method to whole school delivery and adoption of creative approaches in reflecting the communities through wider engagement of parents and families. There has been an increase in the visible celebration of cultures, but a significant development is the rationale and purpose behind those celebrations. They become launchpads for demonstrating learning journeys of pupils; they showcase pupils' success and academic achievements by accessing their learning through their own culture and heritage, which in turn allows their families to access their children's learning through their own cultures.

***“ This project ties perfectly in with our school's wider work around race and social justice. Using many of the elements from this project, we will build a spine through the curriculum from nursery through to year 6 based on the 'Story of Me'. The children will learn about their heritage and culture and their part in history and the world today. ”***

# The Story of Me



14

Artists have been involved in the Story of Me



33

Teachers have been directly involved in the Story of Me



34

Teachers have been indirectly involved in the Story of Me



716

Pupils have been directly involved in the Story of Me



991

Pupils have been indirectly involved in the Story of Me



434

Artist days in schools



34

CPDL Sessions Delivered  
21 Online  
13 IRL



11

Cohort Network Meetings Facilitated by the Mercury Theatre and LBBD

# Film Skills and Education

Working in close partnership with Film Barking and Dagenham to diversify the industry at point of entry.

- Launch of the Film Enterprise Competition with both Primary and Secondary Schools
- A large-scale live TV broadcasting project for secondary schools
- 2x CPD for teachers delivered by Into Film
- 4x Primary School script-writing and short film making workshops
- A choreography for film project
- **2429 students and pupils have engaged with activities 2023-24**







# Crew Room Academy

Crew Room Academy is a pioneering training and mentorship programme for 13-21 year olds that have been historically excluded and are looking to build a career in broadcasting. In partnership we brought a £400,000 Outside Broadcasting Truck to Jo Richardson Community School for a 2 day live chat show broadcasting workshop with 40 professionals from broadcast television.



## Barking and Dagenham Post

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February 28, 2024



According to the GTCP in 2017, camera operators ethnicity:

White British **70%**  
White Other **21%**  
Asian/Asian British **6%**  
Mixed or Multiple Ethnic Groups **3%**

Students participating in activity organised by Inspiring Futures:

White **36%**  
Black **27%**  
Asian **20%**  
Other **9%**  
Mixed **8%**





# Film Enterprise Competition | Pitch Day March 2024

51 pupils from 4 primary schools and 3 secondary schools attended a dragons den style pitch event at Factory 15 at the Make It Space. Each group pitched a short film idea with the winners getting a full production crew to make their film for them.

In 2020 the BFI stated that **24%** of creative leadership and project teams on film productions were made up of ethnically diverse personnel compared to **64%** of students participating in Inspiring Futures activities



Judges included Yasmin Good  
and Aaron Roach Bridgeman

# Content

The Story of Me 2 Year Evaluation Film:  
<https://youtu.be/L4i11hSEOtM>

Crew Room Academy Sizzle Video:  
<https://youtu.be/m7MmNa-Stak>

Eastbrook School Choreography Project:  
<https://youtu.be/Nb-FAgQVu1l>

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