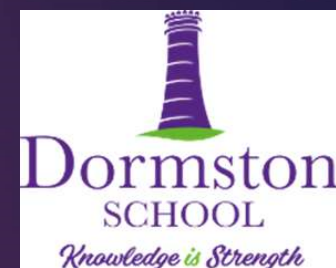




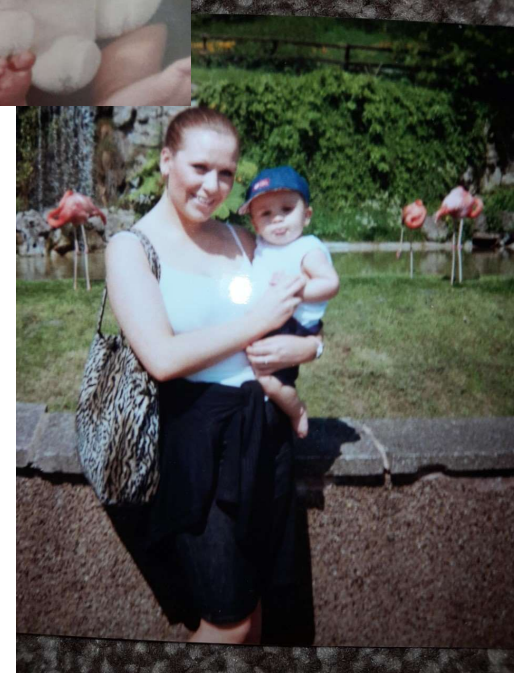
# Diversity in Dormston

RESPECT, RESPONSIBILITY



# TIMELINE OF DORMSTON

- ▶ **1999**-Pregnant with my son-  
hurled abuse and spat at
- ▶ **2001**- With my new partner at  
Northway Park- Dormston  
students racially abused my  
partner and son





## Timeline of Dormston

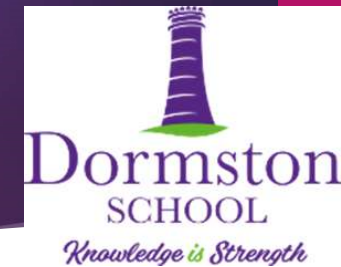
- ▶ **2001** - I moved out of the area and vowed never to return

# TIMELINE OF DORMSTON



- ▶ **2009**-I started working at Dormston- students tell me 'Britain is for the whites!' Regularly
- ▶ **2010**- -Year 9 students hurl racist insults directed at my family, state they want to join the KKK
- ▶ **2015**- My daughter is asked if her dad is a 'drug dealer'
- ▶ **2016**- A black and Asian student leave Dormston as they don't feel 'part of the community'
- ▶ **2018**- My daughter is called a 'gorilla'

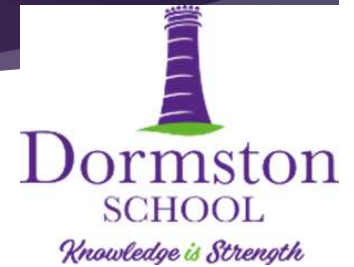
# Dormston now



- ▶ **2020/21** - we launched 'Diversity on Dormston'
- ▶ **2021** - 72% of non white British students had suffered direct racism within the past 12 months (we were not in school for 7 of them)
- ▶ **2021** - 62% of students had heard of 'Diversity in Dormston'
  
- ▶ **2022** - 29% of non white British students had suffered direct racism within the past 12 months
- ▶ **2022** - 89% of students had heard of 'Diversity in Dormston'
- ▶ *We are getting there, but it is still not perfect!*

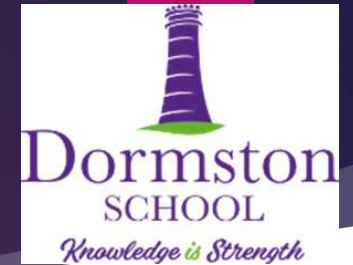
# What students have said and what we are doing

- ▶ Some students feel staff mix them up with students of the same ethnicity
- ▶ Some students feel that harassment comments are made in class (someone mocks an accent etc) and that **nothing is done**.
- ▶ Some students feel that staff always feel they are the **guilty ones** if there has been an incident





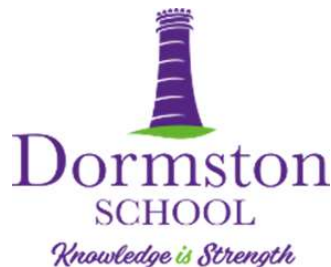
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- ▶ Some students feel that harassment comments are made in class (someone mocks an accent etc) and that nothing is done.
- ▶ Some students feel that staff always feel they are the guilty ones if there has been an incident
- ▶ **All staff are receiving training this week about all of this.**
- ▶ **Staff always log events they hear or are told about- they may not have told you, but it goes on our system and gets dealt with!**

# What is it?

- ▶ **Diversity in Dormston** is a programme that promotes equality and tolerance and sets out procedures for dealing with discrimination.
- ▶ It is flexible and will change and be updated with changing roles in society.
- ▶ It is designed to be a partnership between staff, students, parents/ carers and the community.





# Why is it important? Legal obligations



- ▶ **The Equality Act of 2010** places the following characteristics under protection from discrimination in schools- • sex • race • disability • religion or belief • sexual orientation • gender reassignment • pregnancy or maternity.
- ▶ **Students must be protected from discrimination regarding these points at all times and the school must investigate if it is reported.**
- ▶ **Discriminatory incidents are considered by the criminal justice system to be more harmful than incidents that do not contain a discriminatory component.**
- ▶ **Is it the same as calling someone 'ginger' or 'fat'?**
- ▶ **NO- historical context!**

This Photo by Unknown Author is licensed under [CC BY-ND](#)

# So, what is 'discrimination'?

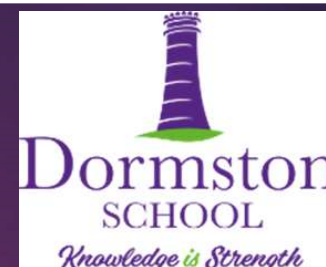
- ▶ **The Equality Act outlines 4 types of discrimination-**
- ▶ **1/ Direct-** physical or verbal abuse, directly at a pupil- usually an exclusion
- ▶ **2/ In-direct-** processes of the school that may discriminate eg. not allowing students time off for religious holidays, not providing access for disabled students
- ▶ **3/ Harassment-** any behaviour/ comments that makes someone feel uncomfortable or different- 'mick taking' eg. 'that's so gay', 'why is your hair so curly, can I touch it?' 'do you eat curry for tea?', mocking accents, dead naming etc.
- ▶ **4/ Victimisation-** being unkind to someone after they have made an accusation of discrimination

# Why is it important in Dormston?

- ▶ Society is changing- and so is Dormston! We have students who are gay, bisexual, gender neutral, non-binary, transgender, black, Asian, Eastern European, disabled etc.
- ▶ **When you go to college/ work- it will be much more diverse and we must prepare you to be global citizens- 45% of Dudley College students are of non white British backgrounds**
- ▶ We want to protect our students who are in these categories, but also prepare you for life outside of school!



# Black History Month 2022



A graphic for Black History Month is positioned on the left side of the page. It features the words 'BLACK HISTORY MONTH' in large, bold, multi-colored letters (red, yellow, and green) against a dark background. Below the main text is the tagline 'Know the past, shape the future.' in a smaller, white font.

*Know the past, shape the future.*

For the whole of October activities are organised to celebrate important people and events in the history of people of the African diaspora. It was first celebrated in the UK in 1987. The Greater London Council (GLC) were instrumental in its first celebrations held at London County Hall. This year, 1987 marked 150 years since the emancipation of slaves in the Caribbean, and the centenary of the birth of the great Pan-Africanist Marcus Garvey.

For us at the Black Heroes Foundation every day is Black History Day. We celebrate our heritage 365 days a year. However, it is good to have a month dedicated for celebrations across the nation, and we do hold special events for these annual joyous, ceremonies of remembrance and recognition.

# Figures in History

Anti-racism



## Alexander Dumas

A French writer best known for *The Count of Monte Cristo* and *The Three Musketeers*.

Dumas' father was Black Haitian and became a brigadier general in the French army.

So why was white actor Gérard Depardieu chosen to depict Black author Alexandre Dumas in a film about his life?



Known by her stage name Baby Esther, **Esther Jones** was an American singer and entertainer. She often sang popular songs in a higher-pitched, 'babied' voice and used the phrase 'boop-boop-a-doop'.

A studio appropriated her Baby Esther persona to create the white Betty Boop cartoon character. What do you think about Baby Esther's image being used to create Betty Boop?



**Big Mama Thornton** was the first to record the song *Hound Dog* in 1952. Although she didn't write the song, it was written for her and was inspired by her.

So, why do we all attribute *Hound Dog* to Elvis, who recorded the song four years after Big Mama Thornton?





**Katherine Johnson's** calculations ensured the first American astronauts able to orbit the Earth and return safely, and that the Apollo 11 flight successfully landed on the Moon.

She was also involved with the Apollo 13 mission, and the plans for the Mars mission.

So why is there no mention of Katherine on any of those project's Wikipedia pages?



### **396<sup>th</sup> Infantry Regiment**

An American army regiment that were assigned to the French army during WWI, as many racist, white American soldiers refused to work with them. Their unit was deployed to the trenches for over six months, the longest deployment of any unit. Over 100 men from 369th were awarded by France and/or America. One was Henry Johnson, the first American ever to receive the Croix de Guerre medal, awarded for valour.



# What we have done so far

- ▶ Website- Diversity in Dormston- ppts used in forms, assemblies, materials on LGBTQ+ issues and racism, reading lists, links to organisations.
- ▶ Stonewall Award. 'Where in the World?' map
- ▶ Assemblies/ form materials Staff training
- ▶ End of year assemblies 'diversity' email
- ▶ Role models
- ▶ Diversity in Dormston display New discrimination policy
- ▶ Staff/ student survey on experiences of racism
- ▶ Workshops on racism/ homo/trans/bi phobia

# What you can do

- ▶ 1/ Be an ally
- ▶ 2/ Report any incidents on the 'diversity@Dormston.Dudley.sch.uk' email
- ▶ 3/ Research and make yourself aware



**What will the  
future of  
Dormston be like  
for my  
grandchildren?**

