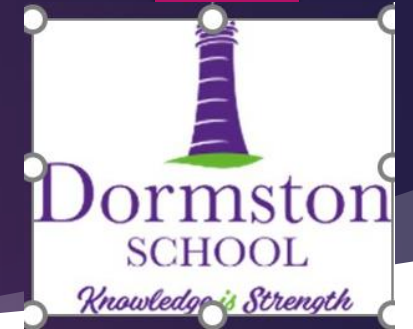


Staff Training 25/26

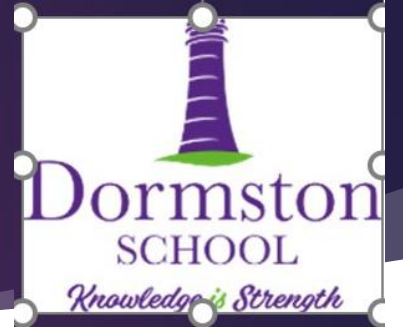
DIVERSITY IN DORMSTON

Reflection on previous survey 'next steps' -



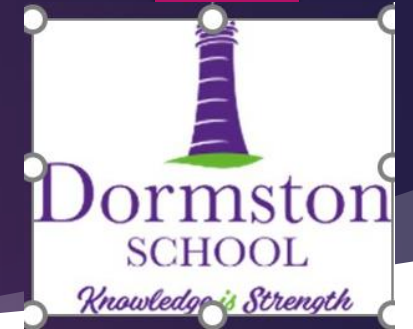
- ▶ Next steps- FROM 2022 SURVEY
- ▶ 1/ further implementation of diversity- slides on weekly ppts etc. – Weekly 'awareness day' and links to DiD
- ▶ 2/ ensure 'Diversity in Dormston' section is put onto new website updated
- ▶ 3/ produce a coherent procedure for staff reporting racist incidents, so that they feel supported Completed through CPOMS- 'discrimination' option
- ▶ 4/ email address to be made to report racist incidents? RDE to manage Completed – now 'iamworried'
- ▶ 5/ RDE to link with SLT member as key people for racism JET
- ▶ 8/ RDE to produce an assembly, using staff and students' accounts of racism they have faced, to discuss the 4 types of discrimination, links to HRA and Equality Act and the psychological impact on people. Completed October 2022

Feedback from survey- points to action-



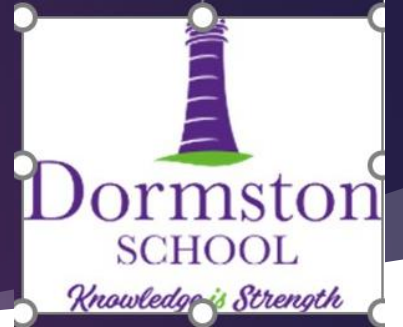
- ▶ 1/ Students reported having issues with staff mispronouncing their names.
- ▶ **ACTION-** RDE to ask staff to question pupil discreetly on pronunciation to not draw attention
- ▶ 2/ Pupils report staff regularly confusing them with other students of the same ethnicity
- ▶ **ACTION-** RDE to feedback to staff- ask to ensure they check with seating plans etc
- ▶ 3/ Pupils report the main issue is harassment- students mocking accents, telling jokes and discussing afro hair.
- ▶ **ACTION-** RDE to put a slide on weekly ppt and mention in October assembly
- ▶ 4/ Many students have requested 'culture days'
- ▶ **ACTION-** RDE- 'Culture Day' has now ran for 2 years

Further feedback



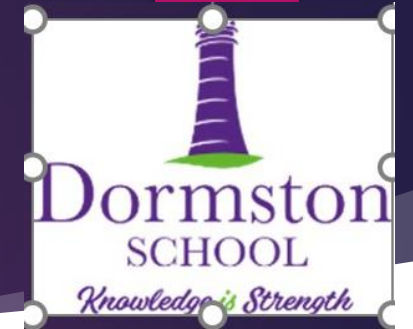
- ▶ 5/ Pupils report that some staff hear pupils mocking accents etc and do nothing about it.
- ▶ **ACTION- RDE** to remind staff of the policy and that all must be recorded on CPOMS
- ▶ 6/ Pupils reported they feel they are seen as a 'threat' and that if there was an issue between two students- that they are always seen as the aggressor.
- ▶ **ACTION- RDE** to make pastoral/ HoH staff aware of this when dealing with incidents
- ▶ 7/ Some pupils reported that during class, staff have questioned their ethnicity/ religion and this has brought unwanted attention.
- ▶ **ACTION- RDE** to go through this with staff and remind them to ask them for permission to do this in front of the class, or ask discreetly if it is necessary to the lesson
- ▶ 8/ Students have requested that staff monitor non- white students more as they are prone to bullying- eg. If a white student gets something wrong in class, they believe peers ignore it, but if a pupil from a non- white background gets something wrong- that they are picked on.
- ▶ **ACTION- RDE** to highlight this with staff.

Your responsibilities

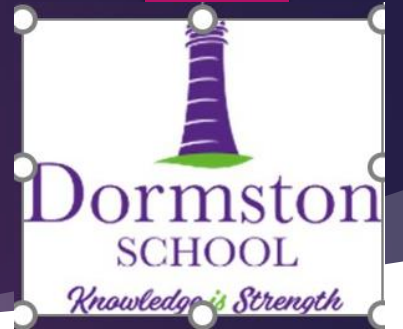


- ▶ 1/ if you witness or a student reports **ANY** incident that could be deemed as discriminatory- you must-
- ▶ - address the situation calmly. Talk to the VICTIM (take outside if you wish) and reassure them the matter will be dealt with
- ▶ - Talk to the alleged perpetrator- inform them that either you witnessed something or that an incident has been reported and that you are passing it on. Leave it at that- do not go into detail yourself. Reassure them they will have their say and that at this point, it is just being passed on for investigation
- ▶ If the incident is out of class, if it is possible, address the victim and alleged perpetrator- if not, we will pick them up
- ▶ Record on **CPOMS** under 'discrimination'
- ▶ It is important that you **NEVER call or imply that a student is RACIST/ HOMOPHOBIC** etc. Simply state that a conversation may not have been appropriate and it will be looked in to.

What we then do



- ▶ We pick up the students and have those difficult discussions-
- ▶ The intent of the student who made the comment or is at fault for the incident, is not actually important. It is the effect that it has on others or could potentially have on others, that is the issue.
- ▶ Students must be made to understand the impact of their words and actions, although this is in an educational context, rather than a sanction.
- ▶ The historical context of the issues must be discussed. If, for example, a student mocks an Indian accent, or tries to speak Patois, it is offensive in itself (eg. If someone mocks a Black County accent!), but it is the historical context that makes it an offensive action. You must discuss the history of the British Empire and the effect that this had on the colonies- eg. massacres, political systems destroyed, taking of raw materials and tax being paid, plus, of course, slavery. Remind students (year 8 and above will have studied this in History) that the slave trade was led by Britain and it was Britain who benefited from it and that ideas of superiority and racism have huge roots in the slave trade.
- ▶ Similarly, incidents with students making comments about LGBTQ+ issues- remind them that in many countries around the world, it is illegal to be gay and people can face torture and even death. Perhaps mention cases such as Justin Fashanu etc.



- ▶ Issues to do with afro hair- this is a huge part of a black person's identity. For many years, black people relaxed their hair or wore wigs to try to 'fit in' (and for ease), but increasingly, natural hair is more popular. In some countries, there are laws preventing black people from gaining employment if they have natural hair. Black people with dread locks have suffered discrimination in terms of stop and search and entry to clubs etc. This must be discussed with the students, that it is not just a hair style- but an expression of culture.
- ▶ The law- the Equality Act 2010 places all public institutions and wider society responsible for ensuring discrimination does not occur based on ethnicity, sexuality, gender, trans status, marital status, age, disability, religion, pregnancy and maternity. It is our duty to protect our students, Remind students that it is illegal to make racist/ homophobic remarks etc and that these could result in the future in loss of jobs, arrest and sanctions. Remind them of the cases of racism against the England footballers and the fact those found guilty were sent to court and sanctioned.