



# RACE & SOCIAL JUSTICE

## Newsletter 1



## Project Timeline

2021



**May/ June:** Set up of RSJ Project. Chair and Leadership Team allocated to research existing models in other LAs e.g Reading, Enfield, Newham,



**June:** Leadership team convened to design the B&D model and terms of reference



**July:** Preparing for Conference speakers, venue etc



**September:** 1<sup>st</sup> B&D Conference



**October:** 1<sup>st</sup> Facilitator Network



**November/ December:** RSJ Link Governors in most primary & secondary schools in B&D



**December:** Network cancelled due to the pandemic! schools in B&D



2022



**Jan:** Council members update  
**Feb:** 2<sup>nd</sup> Facilitator network  
**March:** 3<sup>rd</sup> facilitator network



*"The Race and Social Justice leadership team are here to support your journey.*

*Good luck!"*

## Welcome

**Welcome to our first RSJ Newsletter! What a great way to start 2022!**

This monthly update aims to focus on the development of the Race & Social Justice in Barking & Dagenham schools & beyond...a way of keeping in touch, sharing news, views, and what's going on in our schools in B&D.

This will be a forum for sharing ideas, asking questions, and keeping track of who is doing what and when in our borough. A way of having some open & honest conversations, tackling some misconceptions, having some difficult and awkward conversations, and just information giving!

I hope that the RSJ project is kept alive and at the forefront of all our actions and decisions to change the lives of all our young people of all backgrounds, race, and ethnicity!

## Why This, Why Now!

The Race & Social Justice Project was first conceived at a meeting in November 2020 of the BDSIP board. The world was changing drastically at this time, and we were all still stunned from the death of George Floyd in the USA by the police. Tensions were high, our young people were angry and confused, and we all agreed 'enough is enough!'.

Whilst it was easy to make some quick fixes in schools, the board of BDSIP all were adamant and in agreement that was not the correct response. Over the next few months members of the board researched other models in other Local Authorities, (many thanks to Wokingham, Reading, Newham, & Enfield); we met several strong voices for Race & Social Justice and recruited a team of willing volunteers within the headteacher community and LA to drive forward the project and subsequent change. The project had to be led by headteachers to make any difference in schools.

There was no right or wrong way of beginning this journey, and it evolved as we spoke to so many more knowledgeable and experienced than ourselves. Using all the information we had read, researched and discussed, we set up the Race & Social Justice Project, to have a coordinated, and active approach to tackling deep rooted inequalities for our pupils and staff.

This is not a prescriptive tick box audit/ model but the Project leadership team is clear that any activity linked to race & social justice must not be tokenistic or stand alone. It should fit seamlessly into your daily practice, and link to the workstreams we have identified. We know that every school is at a different starting point of this journey.

## Project Leadership Team

Paramjit Roopra  
(HT Northbury Primary School)

Ben Spinks  
(BDSIP)

Clare Cantle  
(HT All Saints Catholic  
Secondary School)

Natasha Cock  
(Education Strategy LBB)

Michael Corcoran  
(Exec HT St Josephs & St  
Teresa's Catholic Primary  
Schools)

Tony Roe  
(HT Barking Abbey  
Secondary school)

Barbara Turner  
(HT Five Elms Primary  
school)

Tracey Whittington  
(HT Beam County  
Primary School)

## Conference Highlights

**Conference September 2021: This was an amazing first for B&D!**

It was attended by 92 delegates including Headteachers, Senior leaders in schools and LA leaders, Councilor Carpenter, and BDSIP school improvement partners.

Speakers included:

[Asif Sadiq](#) (Warner Media)

[Professor Paul Miller](#) (Educational equity Services)

[Sabrina Edwards](#) (Educating for Equality)

[Mpula Lawton](#) (ARISE- Anti-racism in schools)

Workshops were led by our Project leadership team, who have all worked tirelessly in driving the project forward in our schools. None are experts in the field, but we are all learning together!

There was great feedback from attendees...

*"Thank you for a wonderful, thought-provoking and challenging day"*

*"An inspiring and aspiring day. I truly hope we can make a difference."*

*"It was a good conference. I am proud of us as a borough for putting it together."*

*"A fantastic start to our RSJ journey"*

## Facilitators Network

### Facilitators Network:

We now have about 40 facilitators in schools across the borough. Our first Network meeting took place in October 2021...and there was a great turn out. Thanks to Warren school for the venue!

Facilitators shared their 'why'...

- **Allowing all children to be represented in what they/we do, and believe in themselves, and that they can achieve anything.**
- **We have a diverse staff group but this is the same for our leadership group**
- **Create awareness of different cultures and promote an inclusive environment across my/all schools**

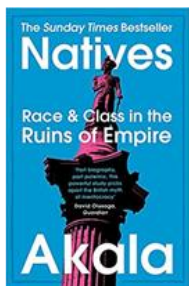
Many facilitators shared their own personal experiences of growing up or working in the borough and the racism they faced in schools as youngsters or as adults. They also talked openly about the racism our young people continue to face today, and the challenges that they encounter in daily life.

Facilitators expressed their concerns about dealing with such an emotive issue but also their hopes and dreams for the project.

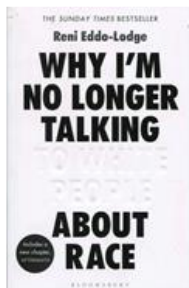
**'I hope that this movement brings awareness and change to the borough and schools.'**

## Reading & Research

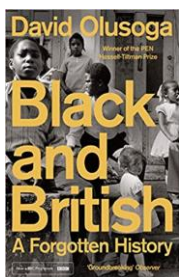
Since taking on this role we have found there is so much research, reading, books, articles, etc around Race, Social Justice, and equality, diversity & inclusion. So, for those who are interested...some useful and thought provoking reading...



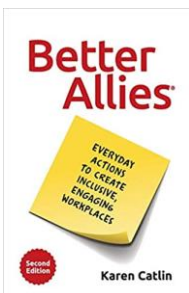
'Natives: Race & Class in the Ruins of Empire'  
By Akala



'Why I'm No Longer Talking to White People about Race'  
By Reni Eddo-Lodge



'Black and British. A Forgotten History'  
By David Olusoga



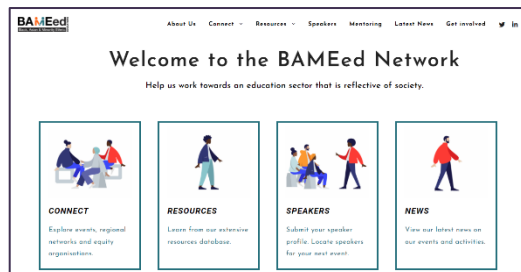
'Better Allies'  
By Karen Catlin

[RSJ Newsletter Charter](#)

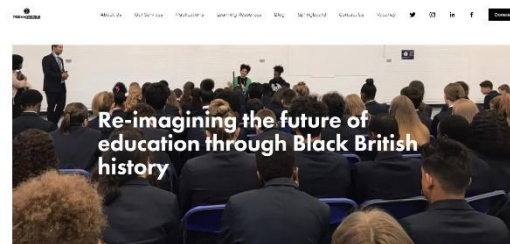
## Useful Websites

Click on the pictures below to be taken to the websites

### BAMEed Network



### The Black Curriculum



## RSJ Next Steps...

The role of the facilitator key in keeping everyone updated with the current news, views and school updates..

### WE NEED YOU TO:

- Tell us what is happening in your schools to change perceptions for your young people and staff.
- Share the projects/programs/research & reading
- Send news about actual changes your school has implemented since joining the project
- Feedback from things that went well. Or issues that have come up...we won't name schools!
- Share achievements of local black, asian and other ethnic groups, and those who are working so hard to make change
- Help us move the project forward...through the newsletter & social media feeds like SLACK (IT help needed!) to keep us all updated.

If anyone is interested in joining the Newsletter team and writing future newsletters, please contact [Paramjit Roopra](#) Or [Ben Spinks](#):  
Please click on the below to remind yourself about the charter,



RSJ Charter

