



[www.strawberrywordscourses.co.uk](http://www.strawberrywordscourses.co.uk)



## The Fioretti Trust Race Action Plan

### Introduction

The Fioretti Trust under the leadership of Claire Grainger has embarked on a journey to make more robust its Equity, Diversity, and Inclusion efforts in relation to antiracism. The Trust has developed a comprehensive Equality Information and Objectives Policy and an Inclusion, Equity & Accessibility Toolkit. However, it is clear from recent incidents involving children, parental concern, and an acknowledgement that staff need more education to deal with racial matters, there is need to explore and improve upon its antiracism efforts.

By doing this work, the Trust moves closer to its core purpose ***to improve the life chances of young people*** by ensuring race related issues do not become a barrier to its achievement to doing this for ALL young people.

This Race Action Plan offers an immediate starting point on this journey. It follows a discussion between Claire Grainger, St Francis Acting Headteacher Emma Jones and Strawberry Words consultant Rebecca Hemmings on Thursday 15<sup>th</sup> December at The Trust. This document is brief in nature as it is designed to lay the groundwork to create long term sustainable strategies and cultural change. This is a working document and is to be revised as the Trust develops its thinking on antiracism.



[www.strawberrywordscourses.co.uk](http://www.strawberrywordscourses.co.uk)



## Gaps identified

### Strategic Direction

- Although the Trust has several EDI policies, it does not yet have a specific *antiracist policy*
- Leadership (including trustees and governors), teaching and support staff need to improve their racial literacy
- The need to assess the curriculum (across all schools) for racial bias and to explore what a culturally diverse curriculum looks like
- The need to develop knowledge on dealing with exclusions in a culturally appropriate context

Page | 2

### Recruitment

- Developing an approach that actively seeks culturally diverse staff
- Assessing language on job related materials and website/s
- Creating an approach which considers unconscious bias and is equitable for all (interview tasks)

NB: Although deemed important, it was decided that on this first leg of the journey, recruitment will not be an area of focus as the other areas currently take precedence.



## The Plan

### Aim:

To equip leadership and teaching staff with the skills, knowledge, and confidence to work in ways that support an antiracist approach.

### Objectives:

By the end of this initial period, leadership and staff will:

- Increase their confidence to talk about and deal with matters associated with race and racism (acknowledging it is unlikely to be comfortable)
- Have clearer ideas on the content of a diverse, equitable, inclusive, culturally reflective curriculum
- Assess peer and personal unconscious bias to deal with racist incidents fairly
- Develop tools and knowledge to deal with racist incidents in an equitable and considered manner which ensures the feelings of all children are validated
- Have developed a robust antiracism policy
- Be clear on how to access support with exclusions of ethnic minority children
- The Trust will allocate a “champion” (member of staff) in each school to ensure that the Race Action Plan is prioritised and this individual is supported by the Trust’s central team

### 1.Training



There is a need for antiracism training which covers:

- Defining antiracism and institutional racism and exploring what challenges this reveals
- What unconscious bias looks like for teaching staff (in particular) and ways to challenge self and peers
- Identifying how microaggressions appear in a school context
- Dealing with racist incidents between children, children and teachers, teachers and parents
- How to adopt a trauma informed approach
- Implementing an antiracist approach to the curriculum

## Who

It was agreed that leadership i.e., Head Teachers and their senior leadership teams should take the training first, to understand the importance of this work and therefore become a greater influence in ensuring its success.

## Timeframe

This training will take place in the spring term 2023

## 2. Antiracism Policy

This process of the creation of such a policy will start with a period of consultation in which a range of voices are heard on issues such as how the school deals with racist incidents and the extent to which everyone feels a sense of belonging.

This will be done by holding a 90-minute consultation session with a range of stakeholders and consulting a representative group of children (which must include children from every ethnicity, including ethnic minorities). A leader will be nominated to talk about the children's thoughts and experiences in small groups.



[www.strawberrywordscourses.co.uk](http://www.strawberrywordscourses.co.uk)



Following the consultation, a draft policy will be drawn up. Strawberry Words can assist this process by providing a policy template. Feedback will be given on the policy, ready for its completion by 11<sup>th</sup> July 2023.

## Who

Page | 5

A sample of children, governors, trustees, leadership, staff and parents (approximately 20 people)

## Timeframe

Consultations: April /May 2023

Draft policy: June 2023

Feedback on policy: End June 2023

Policy completion: 11<sup>th</sup> July 2023 (Trust Board meeting)

## 3. Identifying Race Specific Support for ethnic minority exclusions

It was highlighted that there is a need to understand how to further support ethnic minority children at risk of exclusion. This is to avoid feeding children into the 'schools to prisons pipeline' (read more here: <https://www.tes.com/magazine/archive/exclusions-build-school-prison-pipeline>)

Signposting to organisations and information to help understand how to appropriately and fairly deal with pupils at risk of exclusion, particularly from an ethnic minority background, as they are disproportionality excluded from schools: <https://youthendowmentfund.org.uk/racial-disparity-in-exclusions-what-can-data-tell-us/> .



[www.strawberrywordscourses.co.uk](http://www.strawberrywordscourses.co.uk)



## Who

Strawberry Words

## Timeframe

31<sup>st</sup> January 2023



www.strawberrywordscourses.co.uk



## Action Plan Timeline

Action	Deadline	Person/s responsible	Date completed
Create initial Race Action Plan	December 2022	Rebecca Hemmings, Claire Grainger and Emma Jones	19.12.22
Identify race specific support for exclusions	31 <sup>st</sup> January 2023	Rebecca Hemmings	
Antiracism training for leadership	21 <sup>st</sup> February 2023	Claire Grainger (organising) & Rebecca Hemmings (training delivery)	
Initial consultations for policy	April / May 2023	IDEA Working Party & Emma Washbourne	
Draft antiracist policy	June 2023	IDEA Working Party & Emma Washbourne	
Feedback on policy	End of June 2023	IDEA Working Party & Emma Washbourne	
Policy finalised	11 <sup>th</sup> July 2023 (Board mtg)	Claire Grainger	
Recruitment: important to ensure our processes actively seeks to appoint culturally diverse staff. Focus on leadership appointments	To be addressed at point of next leadership appointment	Claire Grainger to seek support at this point; from language used in advert, to interview tasks.	

End of Action Plan