ANTI-RACISM COMMITTEE (ARC) PURPOSE STATEMENT, OBJECTIVES AND KEY ACTIVITIES FOR 2025

Brookfield's Anti-racism Committee is committed to creating a welcoming, safe, inclusive, respectful and joyful learning environment for all our children. We celebrate our community's diversity, uniqueness, cultural richness and heritage so that everyone can thrive and blossom, without fear of discrimination and racism.

LEARNING AND TEACHING

- We will work towards creating a safe environment in which children of colour feel able to safely report incidents of racism.
- We will support the school in empowering and equipping all our children to understand and talk about racism and how to tackle it collectively, with compassion and care.
- We will work towards ensuring that school materials, books and the curriculum not only represent the diversity and richness within our classrooms and beyond, but also allow for critical learning around historical oppressions, anti-racism and bringing de-colonial perspectives to the forefront in older year groups.
- We will encourage and celebrate children expressing their cultural and national heritages, including through hair styles and dress, as well as through positive opportunities to share their heritage with others.

Objectives and activities

- Support the Introduction of "Opening Worlds" (https://openingworlds.uk/what-is-opening-worlds/) to the KS2 curriculum (Yrs 3-6), from Autumn 2024. Focussing on the subjects of history and geography through the ages, and incorporating themes such as migration, empire, de-colonisation and the international slave trade.
- Provide 1 speaker per term from within or external to our community to compliment and breathe life into parts of our curriculum.
- Encourage subject leaders to celebrate diverse figures from their fields of study with an intersectional lens and where possible deliver assemblies each half term.
- Provide new books in each classroom across the year groups that reflect the changes in the humanities curriculum or broader anti-racism work, with an intersectional (LGBTQ, Gender, disability) lens where possible.

STAFF DIVERSITY AND INCLUSION

- We recognise the huge richness that diverse teaching and support staff bring to the school and to the children and will strive to ensure that recruitments at all levels of the school are racially diverse.

- We recognise the importance of children being able to see themselves and their backgrounds reflected in the staff that teach, support and care for them, as well as external speakers that are invited to speak and inspire them.

- We will work towards creating a safe and inclusive space for teachers and support staff of colour and ensure that they have meaningful opportunities to grow and develop professionally, as well as safely report any concerns or incidents.

- We will strive to provide ongoing anti-racism training and learning opportunities to all staff and volunteers in Brookfield, as well as parents where possible.

- We will help to equip teachers and support staff with tools to facilitate healthy conversations with children around racism, discrimination, anti-racism and inclusivity and to feel confident to tackle racism in classrooms when it arises.

Objectives and activities

Recruitment

In order to build and nurture a much more diverse pool of leaders, teachers and teaching assistants at Brookfield we will:

- Build on new and existing partnerships with groups such as YBTN, BAMEed, and others to better understand how we can access a more diverse talent pool. For example, advertise all teaching and leadership roles on BAMEed, access training, consultancy and information

- Provide training to staff involved in the recruitment process on unconscious bias and aim to involve one member of ARC is every recruitment

- Support the Senior Leadership Team in ensuring that all aspects of recruitment have an anti-racism lens integrated, for example ensuring job descriptions are free from bias, interviewing candidates of colour, ensuring student teachers are diverse and committed to anti-racism principles and ensuring access to large and diverse talent pools.

Existing staff

- Continue the commitment to diversity and anti-racism training for all teachers and support staff.

- Provide helpful information to staff in the staff room, on pin boards etc on anti-racism, including but not limited to how to spot microaggressions, how to report a racist incident between staff members.

- Engage with the Wellbeing committee, to undertake a review of policies and processes through an antiracist lens

- Engage with the result of the staff survey around wellbeing to identify where we can build a better culture of inclusion

- Ensure that efforts to build a culture of inclusion also benefit kitchen staff and cleaning staff who are predominantly persons of colour

- Commit to ensuring a representative and diverse staff - particularly of teachers, middle and senior leaders.

- Continue to signal at the highest levels of the school and externally via the website Brookfield's meaningful commitment to anti-racism

- Recruit onto ARC a parent with an HR/ recruitment background, who understands cultural inclusion/ DEI.

BROOKFIELD FAMILIES

- We will centre the experiences and expertise of our families of colour and strive for their active and meaningful engagement in ensuring their needs, concerns and complaints are heard and adequately addressed.

- We will strive to understand from families affected by racism what re-dress and healing looks like for them to feel confident that racist incidents have been adequately tackled and resolved.

- We will do our best to make sure that our anti-racism committee reflects the diversity of our Brookfield community in order to ensure we can meaningfully serve them.

Objectives and activities

- Ensure parents/carers of children who are victims of racism are satisfied with the way the school has handled incidents and supported their child via follow ups with the parent/carer after the incident.

- Ensure that ARC represents the diversity of the school community by being proactive in recruiting new parents and staff of colour to ARC, reducing barriers to participation.

SCHOOL CULTURE

- We will support the school in ensuring that school events (including events organised by the PTA) are accessible, welcoming, inclusive and reflect the diversity within our Brookfield community. This could include but not be limited to: free/ low cost entry fees, culturally diverse food options, culturally sensitive themes, multi-cultural celebrations, diverse charity fundraisers, inclusive organising spaces and meaningful ways for families of colour to influence what events look like and how fundraised money is spent.

Objectives and activities

- Commit to exploring how school meals can be made more inclusive and reflect cultural and religious practises, including exploring possibilities for halal and kosher food.

- Explore how Muslim families, especially children, experienced the prayer room and, if positive, find ways to staff a prayer room during Ramadan 2025 (Feb 28th-30th March) including via DBS-checked parents.

- Commit to exploring whether children from other faiths could benefit from special adjustments by the school to support the celebration of special moments in the year or particular religious practises.

- Explore existing data and research vis-à-vis the homework policy (in particular intersectional data and research) to ensure that the policy is not breaching our anti-racism principles and commit to ensuring parents are informed.

- Benchmark recent students of colour retention rates compared to white students and introduce an exit survey that might elicit more concrete feedback on reasons for families of colour leaving Brookfield.

- Continue to work closely with the BSC to help support inclusive, culturally-sensitive, multi-cultural events and inclusive organising/ decision-making spaces.

GOVERNANCE

- We support the school in ensuring that all school governors receive anti-racism training and learning opportunities at regular intervals.

- We will support the school in ensuring that school governors are racially diverse and represent the cultural, religious and other backgrounds present at the school.

- We will support the school and board of governors in finding and implementing best practise anti-racism initiatives that ensure the school in continually improving and delivering on it's anti-racism promises.

- We will support the school and board of governors in developing an anti-racism plan for Brookfield.

Objectives and activities

- Continue to have dialogue with the Governors as to how the governing body can become more racially diverse and representative of the increasingly diverse staff, students and community, and build its expertise in, and focus on, equity, diversity and inclusion.

- Continue the close working relationship with the link governor and other governors who regularly attend ARC meetings.

- Engage with governing body committee chairs when anti-racist agenda items need to be raised at the respective committees i.e. Quality of Education and Resources.

RACIST INCIDENTS & COMPLAINTS

Objectives and activities

- Support activities to reduce termly incidents and also to reduce repeat offenders and victims of racist behaviour in the school.