



The 3 Levels of Racism

The most common and but most subtle form of racism is what we call:

INSTITUTIONAL RACISM

- This is racism on a mass scale, due to that way institutions are run in a country or worldwide.
- Examples of this are Black and Asian people on average being paid less than white people on a large scale. Another example is Black, Asian and global majority children being much more likely to be excluded from school than a white child. Things like this indicate discrimination on a large scale.
- Institutional racism is when systems are set up to favour one race, at the expense of others. Another example is in medical school they are taught how diseases and illnesses show up on white skin but not other types of skin. This results in people of colour having worse health outcomes.

RACIAL EQUITY SCHOOL PROGRAMMES

PROSPECTUS

EVERY FUTURE FOUNDATION

PREPARED BY

Director - Lara Sengupta

Lead Facilitator - Sophia Sinclair



an overview

WHO WE ARE

OUR MISSION

Our mission is to permanently and ultimately create racial equality in the UK and worldwide, by giving the next generation the tools to challenge racism and the freedom to reimagine how equality could look.

Our school programmes will give pupils a solid foundational education on understanding racism historically and in the modern world, combined with leadership skills and self-belief to trust that they can be “the change they want to see in the world”.



DEVELOPED WITH PROFESSORS AND CURRICULUM DESIGNERS

Our curriculum was developed with the help of Social Psychologist, Professor Rhiannon Turner who has won awards for her research in social justice and KS2 & KS3 curriculum developers who specialise in black history and anti-racism.



BENCHMARKED WITH OFSTED GUIDELINES

Our programme is benchmarked against the 2021 Ofsted and ISI guidelines for personal development, such as key deliverables for the spiritual, moral, social and cultural development of pupils. We provide an impact report for each school on the progress of their pupils.



PEER REVIEWED WITH OXFORD AND CAMBRIDGE UNIVERSITY

Our tested curriculum has been peer-reviewed by Oxford and Cambridge professors. During our pilot, our curriculum was also tested on over 600 pupils in schools across London.



RECOMMENDED BY ACEN

We are recommended by the African, Caribbean Education Network (ACEN), which works with independent & Grammar schools across the UK, to strive for racial equity for students of colour in the private school sector.

OUR PARTNERS





OUR PROGRAMMES

Package	Details	Additional Resources	Cost
Individual Training Day	<ul style="list-style-type: none"> 1.5 hour workshop – for up to 180 students. OR <ul style="list-style-type: none"> A full day workshop - up to 55 students 	<ul style="list-style-type: none"> Extra learning resources 	£600
Student Ambassador Package	<ul style="list-style-type: none"> 1 x 30-minute assembly 3 x Training Days 3-Hour Racial Justice Challenge Award (participate with other schools nationally) 	<ul style="list-style-type: none"> Extra learning resources Framework for setting up a Global Majority Student Union. 	£1,700
School Champion Package	<ul style="list-style-type: none"> 1 x 30-minute assembly 3 x Training Days 3-Hour Racial Justice Challenge Award 2-Hour Teacher INSET Training 	<ul style="list-style-type: none"> Extra learning resources Framework for setting up a Global Majority Student Union. 	£2,100

You can also book our **INSET Teacher Training** separately - see more information below.



Our Core Modules

OUR CURRICULUM

MODULE 1 - INTRODUCTION TO RACISM

Exploring what racism means, how it operates and how we can spot it. Understanding internal racism and how non-white minorities can carry negative self-talk simply from growing up in a majority white country.

MODULE 2 - EXPLORING HISTORY & STEREOTYPES

Exploring British history, what is taught freely and which parts of history are omitted. Understanding how British history impacts the world we live in today, including stereotyping. How to challenge common stereotypes and become allies to each other.

MODULE 3 - COMBATting RACISM FOR A BETTER WORLD

Exploring diverse leaders and taking inspiration from their leadership styles. Reflect on what leadership qualities each of us has. Creating activism campaigns about a specific issue that affects us. Presentations of activism campaigns among the peer group.

We are currently delivering workshops to Years 6-9. We have slightly different curriculums for Primary School and Secondary School, so our content is age-appropriate.

Group sizes = We normally work with a single year group in each school and break the year group into 3 smaller groups. The most effective group sizes are between 30 and 60 pupils, this size works well with our breakout groups and learning games.



30-minute Assembly

ANTI-RACISM ASSEMBLY

We can deliver an age-appropriate full school assembly on anti-racism for Primary Schools and Secondary Schools. To create cultural change, all students within the school need to have access to foundational knowledge on racial equity and inclusion.



3-HOUR RACIAL JUSTICE CHALLENGE AWARD

The **3-hour Racial Justice Challenge** Award is an activity that can be led by school staff in either a PSHE lesson or an off-curriculum day. **The students will be challenged to work in teams to solve 1 of 3 racial in-justices that we currently face in the UK.** The students will:

- 1) **Research the problem** - get to the root causes & consequences of the issue.
- 2) **Brainstorm solutions** - this can be using technology, bringing communities together, or a local school based solution.
- 3) **Pick 1 solution** - Build out the idea.

We will provide everything you need (including an explainer video, resources and frameworks) to be able to lead this activity. You can share your ideas with other schools by using our hashtag.



2 Hour Module

TEACHER TRAINING

Our main goal of the Teacher Training module is to highlight some **key anti-racist training that relates directly to schools and the education industry**. We replicate many of the key concepts that we teach the students, in our student-facing workshop so there is a **holistic approach throughout the whole school**.

We can offer training in-person during staff INSET days, and also online training via Zoom, to suit your school and its schedule. The Module is split up into 3 main areas:

Introduction:

- Introduction to the training.
- Common Limitations when talking about race.
- Setting the tone for the workshop.

Part 1 – Developing understanding:

- Considering the problem
- Develop understanding of ‘racism’ and its 3 levels
- Recognising Microaggressions & Early signs of Racism with the School Environment
- Exploring Teacher Interventions – Public interventions vs Private Interventions .

Part 2 – Exploring Systemic/Institutional Issues:

- Exploring common systemic problems within the education sector
- Using “Problem Trees” to understand the roots of these systemic issues
- Practical interventions & Sharing Ideas
- What changes can we action?
- *Delivered in-person or via Zoom*
- *Creating a culture shift*
- *Workshopping interventions for key problems*

Fees: £450 (up to 50 participants)/ £750 (up to 150 participants)

PAST SCHOOLS INCLUDE:



DULWICH COLLEGE



THE GREEN SCHOOL
FOR GIRLS

WALNUT TREE WALK
PRIMARY SCHOOL



our impact

OUR WORK SO FAR

Our School programme has been delivered to over 4,000 young people, teachers and senior leaders across the UK, in over 40 schools. We have gathered impact data from these pupils and from teachers who have supported our work.

The most impressive impact we have measured is the notable **decrease in the preference for "colour blindness" i.e. pretending not to see race, which has been proven to uphold racism. And move towards "colour consciousness" instead.** Celebrating differences and giving pupils tools to become better, more inclusive members of society.

97%

of students had an increased understanding of racism & racial equity

Increased racial empathy in white students, and awareness of the effects of racism on others.

76%

students said they wanted to educate others on anti racism and take steps towards racial equality.

"The programme was really informative and pitched perfectly for the students. Students were really able to digest the facts which were given to them. They discussed things they had seen on social media which was great and the active parts of the sessions were exciting and informative"

**ASSISTANT HEADTEACHER &
STRATEGIC LEAD FOR BEHAVIOUR,
CHISWICK SCHOOL**

"The sessions I observed were fantastic, Sophia and Lara were brilliant speakers and their sessions were thoughtful, motivational and impactful for the students. These incredibly important themes were covered in a really engaging way, and the students really enjoyed participating and asking questions. "

**YEAR 7 LEAD & TEACHER, BOLDER
ACADEMY**

"What an illuminating couple of days! Thank you so much for coming to Alleyn's to provide such excellent workshops to our Lower School pupils. Lara and Sophia created a superb atmosphere in which our pupils could expand and strengthen their knowledge and understanding of racism and the importance of challenging it in all its forms. The interactivity and engaging activities allowed real discussion to learn more."

HEAD OF LOWER SCHOOL, ALLEYN'S

FEES

Individual Training Day = £600

Student Ambassador Package = £1,700

School Champion Package = £2,100

Teacher Training Module

- £450 - up to 50 attendees
- £750 - up to 150 attendees

GET IN TOUCH

If you are interested in finding out more information about our school's programme, feel free to get in touch. **You can book your introduction call with our Director [here](#).**

Email: hello@everyfuturefoundation.co.uk
Website: www.everyfuturefoundation.co.uk

