

CHAMPIONS FOR CHANGE

A YEAR-LONG ANTI-RACISM INITIATIVE FOR PRIMARY EDUCATORS



PROGRAMME STRUCTURE

This year-long anti-racism programme engages a school's entire staff body to truly create and promote an anti-racist school environment and culture that will support every pupil to thrive. Our content is tailored to suit various roles within the educational ecosystem. It includes specific training modules for Senior Leadership Teams (SLT) and Designated Safeguarding Leads (DSLs), alongside core training for teaching and support staff. This tiered approach ensures that every member of the school staff can effectively contribute to building an anti-racist environment.

THIS PROGRAMME INCLUDES:

- Pre and post programme audits - to observe changes and allows us to make any specific recommendations.
- User-friendly E-learning modules.
- Supported by an in-person staff training session each term, where teachers can have discussions and seek support from our expert facilitators.

PROGRAMME BENEFITS:

- **Flexibility:** The e-learning format allows staff to access and revisit materials as needed, accommodating varying schedules and learning paces.
- **Engagement:** In-person training sessions are critical for cementing the e-learning content and facilitating valuable discussions and exchanges among peers.
- **Feedback Driven:** In our first year of this hybrid model, we are offering the programme at a reduced rate in exchange for participant feedback to refine and enhance our offerings.
- **Being part of a community:** We will connect all 15 schools on this first year of the programme so you are able to gain ideas and insights from other schools on the same journey.

You can reach out to us via:

 hello@everyfuturefoundation.co.uk

For more information, visit our website at:

 www.everyfuturefoundation.co.uk

PROGRAMME DETAILS

Term 1: Establishing Foundations

- **All Staff (3 Hours)**

1. **School Audit:** An online comprehensive review conducted by all staff to assess current practices.
2. **Racial Literacy:** A one-hour e-learning module to enhance understanding of racial dynamics.
3. **Microaggression Training & Peer Discussions:** A two-hour in-person workshop to address subtle forms of racism and encourage open dialogue.

Term 2: Deepening Understanding

- **All Staff (3 Hours)**

1. **Safeguarding Through an Anti-Racist Lens (Parts 1 & 2):** Two one-hour e-learning modules focused on integrating anti-racism into safeguarding practices.
2. **Working with Parents:** A one-hour e-learning module on engaging your parent body to improve diversity and representation in the school culture.

- **SLT & DSL (3 Hours)**

1. **Addressing Bias in Disciplinary Measures:** A module on recognising and mitigating bias in school discipline.
2. **Addressing Bias in Ability Sets:** A module helps schools to identify if there is any ethnicity trends in ability sets and how to challenge these trends.
3. **Incident Reporting & Processes:** An in-person workshop aimed at exploring your current systems and creating a process that all staff can follow if any racist incidents occur.

Term 3: Implementing Change

- **All Teaching Staff (4 Hours)**

1. **Decolonising & Diversifying Curriculums:** 1 Hour e-learning module focused on broadening curriculum perspectives.
2. **Curriculum Audit:** An online exercise to evaluate the inclusivity of current curriculum offerings.
3. **Curriculum Workshop:** A two-hour in-person session to discuss and refine curriculum adaptations.

FEES

- **Introductory Offer:** £1,450 for the full-year programme, a significant reduction from the standard fee of £2,000.

This programme represents a significant step forward in equipping educators with the tools and knowledge necessary to create a more equitable and respectful educational environment for all students. Join us in this vital initiative to shape an inclusive future for the next generation.

You can find more information about our organisation and our impact below:

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