

CHAMPIONS FOR CHANGE

A YEAR-LONG ANTI-RACISM INITIATIVE FOR 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.**
- **Access to 8 hours of e-learning modules** - to be completed across 3 terms.
- **3 x 2-hour in-person INSET training sessions (1 per 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 schools on each 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:



contact@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

- **For individual schools = £2,000**
- **For councils = £5,200**

A council package is available at £5,200 for 8-10 schools (equivalent to £650 per school), covering 20 staff per school for a total of 160-200 participants. Enabling all schools from a borough to participate in the programme.

This can be funded directly by the council, or the cost can be shared amongst participating schools.

