

ANTI RACISM ANTI MISOGYNY ANTI HOMOPHOBIC



THE ROLE OF SCHOOLS, PARENTS, AND
COMMUNITIES IN CREATING A SAFE ENVIRONMENT

CREATING AN INCLUSIVE, SAFE AND RESPECTFUL SCHOOL COMMUNITY

AT GREEN LANES PRIMARY SCHOOL, WE ARE
COMMITTED TO ENSURING EVERY CHILD FEELS
VALUED, REPRESENTED AND SAFE

TODAY WE'LL SHARE HOW WE ACTIVELY TACKLE
RACISM AND MISOGYNY THROUGH OUR
CURRICULUM, SYSTEMS AND CULTURE
OUR APPROACH IS PROACTIVE, NOT REACTIVE

OUR INCLUSIVE CURRICULUM – REPRESENTATION MATTERS
GREEN LANES NOW HAS 37% EAL AND CULTURALLY DIVERSE INTAKE

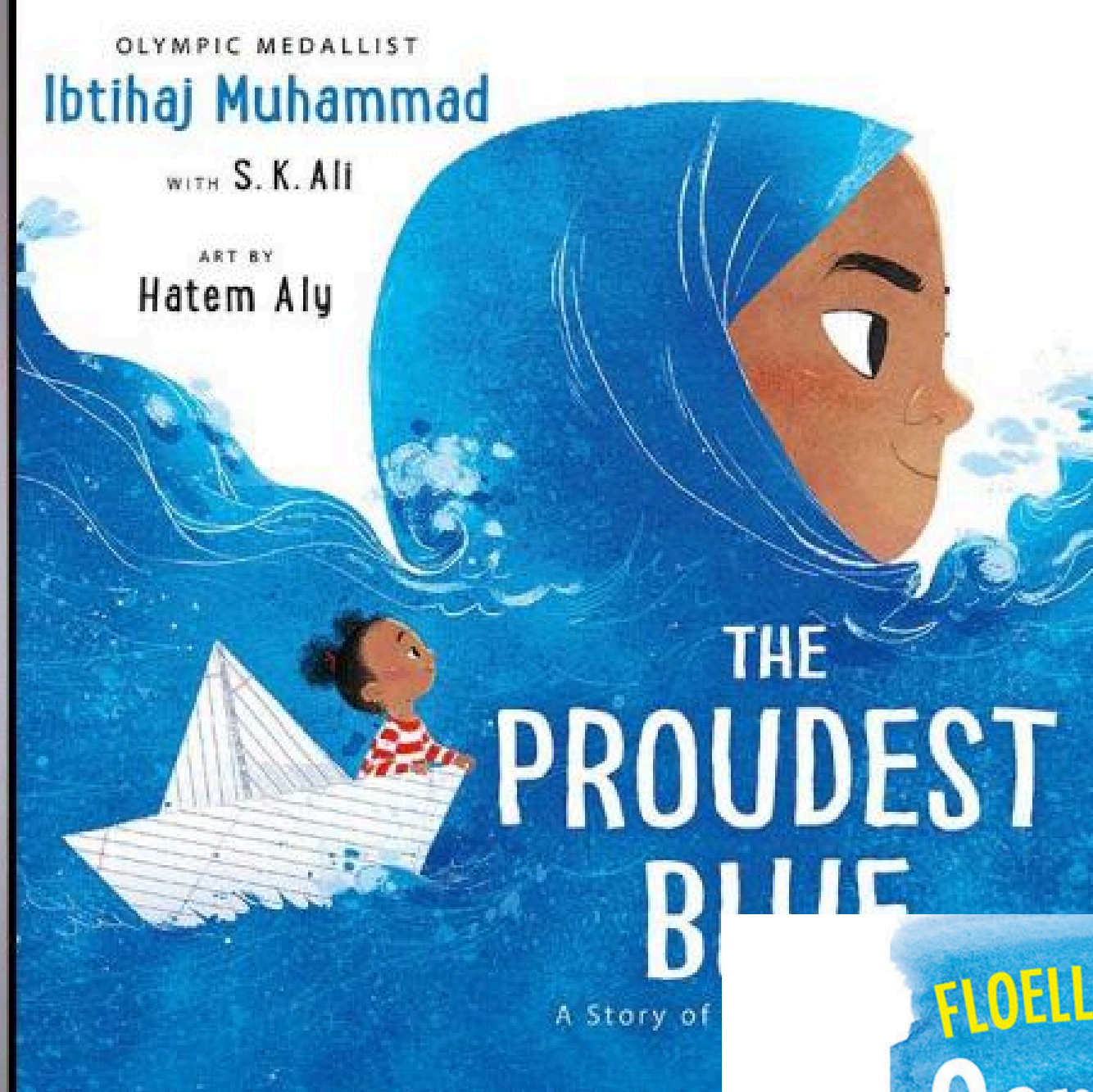
SEEING THEMSELVES IN LEARNING
BLACK HISTORY & HERITAGE:

- WE TEACH SIGNIFICANT BLACK HISTORICAL EVENTS INCLUDING THE WINDRUSH
- WE DON'T LIMIT THIS TO BLACK HISTORY MONTH – IT'S EMBEDDED THROUGHOUT THE YEAR

DIVERSE LITERATURE:

- OUR CORE TEXTS FEATURE DIVERSE CHARACTERS AND AUTHORS
- EXAMPLE: PIG-HEART BOY BY MALORIE BLACKMAN
- THIS IS DIRECTLY TAUGHT TO ALL AGES INCLUDING FS & KS1 WE USE FOCUS TEXTS LIKE PROUDEST BLUE
- WE ENSURE CHARACTERS WITH DIFFERENT BACKGROUNDS ARE MULTI-FACETED, WITH STORIES THAT DON'T SOLELY FOCUS ON THEIR DIFFERENCES
-

WHY THIS MATTERS: CHILDREN NEED TO SEE THEMSELVES REFLECTED IN WHAT THEY LEARN, AND ALL CHILDREN BENEFIT FROM LEARNING ABOUT DIVERSE EXPERIENCES AND PERSPECTIVES.



CHALLENGING MISOGYNY – FEMALE REPRESENTATION

PROMOTING GENDER EQUALITY

CURRICULUM INCLUSIVITY:

- WE ENSURE OUR TEXTS AND CURRICULUM MATERIALS FEATURE STRONG FEMALE CHARACTERS AND ROLE MODELS
- WE TEACH ABOUT SIGNIFICANT WOMEN IN HISTORY, SCIENCE, LITERATURE AND OTHER FIELDS

VISIBLE CHANGES:

- WE'VE RENAMED OUR CLASSES TO RAISE THE PROFILE OF NOTABLE WOMEN
- OUR CLASS NAMES INCLUDE– KAHLO, KUSAMA, RILEY
-

STAFF TRAINING:

- ALL STAFF RECEIVE TRAINING ON IDENTIFYING MISOGYNISTIC OR RACIST BEHAVIOUR AND LANGUAGE
- STAFF KNOW WHAT TO LOOK FOR, INCLUDING:
 - DISMISSIVE COMMENTS ABOUT GIRLS' ABILITIES
 - GENDER STEREOTYPING IN PLAY OR SUBJECT CHOICES
 - RACIST LANGUAGE AND FORMS OF LANGUAGE



RECORDING & TRACKING INCIDENTS

TAKING EVERY INCIDENT SERIOUSLY

OUR RECORDING SYSTEM:

- WE HAVE ROBUST SYSTEMS TO RECORD ALL RACIST AND MISOGYNISTIC INCIDENTS
- EVERY INCIDENT IS LOGGED WITH DETAILS OF:
 - WHAT HAPPENED
 - WHO WAS INVOLVED
 - ACTION TAKEN
 - FOLLOW-UP SUPPORT PROVIDED
 -

MONITORING & ACCOUNTABILITY:

- THE HEADTEACHER REVIEWS ALL INCIDENTS
- GOVERNORS RECEIVE TERMLY REPORTS AND TRACK PATTERNS
- WE USE THIS DATA TO:
 - IDENTIFY ANY TRENDS OR HOTSPOTS
 - ADJUST OUR CURRICULUM OR INTERVENTIONS
 - ENSURE CONSISTENT RESPONSES
 - TARGET ADDITIONAL SUPPORT WHERE NEEDED

WHY THIS MATTERS: RECORDING HELPS US UNDERSTAND WHAT'S HAPPENING IN OUR SCHOOL, RESPOND EFFECTIVELY, AND PREVENT FUTURE INCIDENTS.

RESPONDING TO CURRENT EVENTS

TEACHING CRITICAL THINKING IN REAL TIME

CONTENT: CULTURAL AWARENESS:

- WHEN CULTURAL EVENTS OCCUR (E.G., RISE IN ENGLISH FLAGS, ANTI-IMMIGRATION NEWS), WE DON'T IGNORE THEM
- WE CREATE AGE-APPROPRIATE OPPORTUNITIES TO DISCUSS WHAT CHILDREN ARE SEEING AND HEARING
- WE HELP CHILDREN UNDERSTAND CONTEXT, CHALLENGE PREJUDICE, AND DEVELOP EMPATHY

MEDIA LITERACY:

- FAKE NEWS AND MISINFORMATION ARE PART OF OUR CURRICULUM
- CHILDREN LEARN TO:
 - QUESTION WHAT THEY SEE ONLINE
 - IDENTIFY RELIABLE SOURCES
 - UNDERSTAND HOW MISINFORMATION SPREADS
 - THINK CRITICALLY ABOUT MEDIA MESSAGES

AGE-APPROPRIATE APPROACH:

- DISCUSSIONS ARE CAREFULLY PLANNED TO SUIT EACH YEAR GROUP
- WE FOCUS ON VALUES: RESPECT, KINDNESS, FAIRNESS, AND CRITICAL THINKING



PREVENT STRATEGY & SAFEGUARDING

PREVENT TRAINING:

- ALL STAFF ARE TRAINED IN THE PREVENT STRATEGY
- THIS HELPS US IDENTIFY AND REPORT ANY SIGNS OF RADICALISATION
- WE UNDERSTAND WARNING SIGNS AND KNOW HOW TO RESPOND

WHAT WE LOOK FOR:

- CHANGES IN BEHAVIOUR OR LANGUAGE
- EXPOSURE TO EXTREMIST VIEWS
- VULNERABILITY TO EXPLOITATION

OUR APPROACH:

- EARLY INTERVENTION AND SUPPORT
- WORKING WITH FAMILIES
- REFERRAL TO APPROPRIATE AGENCIES WHEN NEEDED
- CREATING A CULTURE WHERE CHILDREN FEEL SAFE TO DISCUSS CONCERNS

OUR COMMITMENT GOING FORWARD

CONTINUOUS IMPROVEMENT

CONTENT: WE WILL CONTINUE TO:

- REVIEW AND UPDATE OUR CURRICULUM TO ENSURE REPRESENTATION
- PROVIDE REGULAR STAFF TRAINING
- MONITOR AND RESPOND TO INCIDENTS
- ADAPT TO CURRENT EVENTS AND EMERGING ISSUES
- LISTEN TO OUR SCHOOL COMMUNITY
- WORK IN PARTNERSHIP WITH PARENTS

OUR GOAL: EVERY CHILD AT GREEN LANES PRIMARY SCHOOL SHOULD FEEL:

- SAFE AND PROTECTED
- VALUED AND REPRESENTED
- RESPECTED AND HEARD
- CONFIDENT TO CHALLENGE PREJUDICE

Questions?