



Saying No to Racism - Black Lives Matter

Striving towards racial equity in our Community

1. Mission statement

"Our lives begin to end the day we become silent about things that matter."

— Martin Luther King Jr, I Have a Dream.

We want to ensure our children look at the world with open minds and without bias or prejudice. We believe there are things we can do to make a difference in ensuring racial equity at Bounds Green School (BGS) and in our community. Only by acknowledging and understanding the lived experiences of black people can we bring about change.

Aims:

The focus of the group is to spark an ongoing movement of critical reflection and honest conversation and eventually to bring about social change in our school community around the issues of racial justice.

Our 'Black Lives Matter' group asks that the school community join us as we look at ways to address racism, fight for justice and equity for black people.

Objectives:

- To ensure BGS is an inclusive and empowering place to work and learn for black people.
- To ensure the diversity of our school is reflected in the BGS curriculum.
- To inform children of the anti-racism movement and why it is relevant today.
- To explore how our black community feels and to ensure that their voices are heard.
- To have a greater awareness of our biases and privileges and how these affect our interactions with others.
- To provide staff training around the issues of racial equity.

We will achieve this by:

- Exploring and accessing opportunities and resources that encourage ambition and aspiration in our black pupils.
- Engaging in and supporting plans to bring about changes to the curriculum so that it better reflects the make-up of our children.
- Ensuring that staff and children at BGS have an understanding of the history that has led to where we are now and how that affects the lives and prospects of black people. This will provide a basis for discussion to enable all members of our community to talk about racism.
- Engaging our black families in a new way.
- Ensuring that all staff have a good understanding of racial literacy including vocabulary related to racial equity such as 'systemic racism', 'bias', 'white privilege' etc.
- Requiring staff to explore the concept of 'unconscious bias' and the ways we can work to eliminate it.
- Asking the whole BGS community to make anti-racism part of our daily lives, for adults and children.

We believe that only through understanding the issues around racial inequity and actively working against them, can we realise our shared goal - that all children and adults are treated with respect and kindness and are given the resources they need to fulfil their potential in a way that leads to lifelong success.