

Diversity Update Notes – Summer '21

- The reading scheme books and reading books for books corners in every class across the school, have been added to in order to better reflect the diversity of our cohort as well as showing a greater range of family circumstance. Further books for the reading scheme will be purchased next year and this will be an ongoing process.
- All staff has had unconscious bias training with Denis (the Vicar from St Stephen's) and after a number of postponements due to the covid situation, we are set to have further training run by Show Racism the Red Card.
- The curriculum plans have been audited and amended to ensure content coverage that reflects our multi-ethnic cohort and community.

* We have ensured that a range of civilisations are being taught in History including the Kingdom of Benin, the Mayans and ancient civilisations including The Egyptians, The Indus Valley, The Shang and the Phoenicians. In History topics that focus on Western Europe, learning objectives concerning the non-white experience and perspective (Black Roman citizens living in Britain for example) are always part of the core learning. In Years 5 and 6, the children study several thematic topics (Woman of Change for example) where the figures studied are from a range of ethnic and cultural backgrounds. When learning about colonialism (as part of The Victorians topic), the British Empire is neither glorified nor excused its violence and oppression of peoples around the world. The final History topic in Year 6 is Tribes of Britain, which investigates both the rich and varied history of immigration to Britain, from the Romans onwards, and analyses the evolution of British culture. Every History topic also has a number of suggestions to ensure diverse representation and learning.

* In Geography, we have ensured that in every year group, at least one of the Geography topics studied is focused on a non-European locality and that when studying thematic units (Rivers or Volcanoes for example) there is good representation from all over the globe rather than a western focus.

* In Science, we have introduced a scientists and inventors unit, which is covered twice and ensures that scientists from different ethnicities are learnt about and celebrated. We are in the process of linking scientists from around the world to each science topic so children can learn about the work being done in the real World.

* In RE, we have at least two units each year on a non-Christian faith and we are in the process of setting up visits from religious leaders of different faiths to help further develop understanding and respect. Our RE 'working walls' in every class routinely include mixed ethnic representation and a range of different perspectives. Jesus and the saints are represented around the school in a variety of ethnicities.

* In English, as well as supplementing the book corners and reading scheme with books to better reflect diversity, we have also added a large number of books to our library and our resident librarian often features books in her presentations

and recommendations featuring non-white characters and by non-white authors. Every year group will study texts written by and/or featuring non-white characters (in familiar and less familiar environments). We have also subscribed to the magazines *Cocoaboy* and *Cocoagirl*, Britain's first black children's magazines, and have copies every month in the library to be read and borrowed by all the children.

* In Art and DT, the curriculum covers a variety of artists from different cultures and ethnicities and children are exposed from early on to a range of styles and techniques that have originated and are practised all over the world.

* In Spanish, the children learn about the whole Hispanic world as well as Spain and this is the focus too of our annual Hispanic day.

- Every effort is being made to ensure a good range of visual representation of different ethnicities in work completed, display materials and illustrations used.
- Next Year's October focus will be A Celebration of Black Innovators and Inventors, where the whole school will spend a week learning about and completing work based around this topic. Previously we have held celebrations of Black voices focusing more on the Arts.
- We have decided to change 5 of the current Poet class names and are adding Valerie Bloom, Grace Nicols, Benjamin Zephaniah, Malorie Blackman and Vikram Madan to create a better balance both between the sexes and for greater diversity.
- As part of Relationships and Health Education, as well as our overall commitment to the mental health and happiness of all St Stephen's pupils, the learning about and discussion of race and equality is covered both in the set curriculum and focused on as needed at the discretion of the class teacher (if children are upset about current events in the media or personal events etc). Worry boxes/monsters, circle times, assemblies, RE and English texts all create opportunities to talk about issues of race and children are encouraged to talk in the safe environment of their classroom.
- Special events like Show Racism the Red Card are included in the curriculum every year with visitors and workshops run by independent practitioners.
- Denis led a workshop with Year 6 discussing unconscious bias, stereotypes and racism and we intend to repeat and extend these workshops next year.
- Arts Week this year was focused on Faith Ringold and her work and was a tremendous success, despite the whole week occurring during lockdown.
- We would like help in finding inspiring adults from different ethnic backgrounds to come and talk to the children or run workshops etc - especially for A Celebration of Black Innovators and Inventors week.