

Training was delivered by Black Books Matter on Tuesday 19<sup>th</sup> April 2022 which was attended by all teaching members of staff, SLT and our EDI governor. It was great that all teachers and TAs took part in lots of interesting conversations and it was agreed that St. Stephen's would like to continue training BBM over the next academic year. Below are highlighted some of the reflections staff made throughout the training.

We must always try and reflect on our teaching/environment from the pupil's perspective and reflect on the intersectionality of our curriculum with regards to diversity and sexuality.

We as teachers and TAs must know our own identity and how that can then impact our approach to certain topics/resources.

We will not use the terms BAME and Non White but actually invest the time in understanding a pupil's heritage should they wish to disclose it and constantly challenge the idea of white being presented as the norm.

We must be aware of resources being inclusive or exclusive and call out stereotypes, reductive views.

We must seek out and encourage aspirational opportunities for our whole community.

We must be careful and reflective of the resources being using in school.

We must reflect on the language used in class and how this can be inclusive or exclusive.

We must continue to ensure the correct pronunciation of names is used.

We must use mistakes or miss steps as a learning tool to do better for our pupils.

We must continue to boost the EYFS resources and toys the children are exposed to.

We will continue to make the school production reflective of true society.

We questioned whether EAL as a term is reductive and wonder if bilingual or trilingual is a more celebratory term.

Our aim is to be a neutral presence in the classroom ensuring all children are catered for however we must continue to reflect on our own practise and experiences for the benefits of all of our wonderful pupils.