



Race equality in education training programme

2025-26



Introduction

In January 2022, the Ealing Race Equality Commission published its report 'Do Something Good'. The commission was set up to focus on the issue of race equality in Ealing, gathering evidence across a range of areas including education, health, housing, policing, employment, and participation and in particular listening to the views and experiences of people from a wide range of ethnic backgrounds.

Within the final report there are seven demands relating to education:

1. Rapidly close the attainment gap for Black Caribbean pupils
2. End the disproportionate rate of exclusions
3. Accelerate progress with changes to the curriculum
4. Make training for teachers on race equality and unconscious bias part of core training
5. Empower parents to play an active role in their child's education
6. Every school should have a lead for race and diversity who is identified to parents
7. Increase the number of Black teachers in leadership roles

The Council and the Ealing Learning Partnership fully accepted the demands set out by the Race Equality Commission and an ambitious action plan was put in place for 2022-26 which focuses on the attainment and achievement of three priority pupil groups across the borough:

- ◆ Black Caribbean pupils
- ◆ White and Black Caribbean pupils
- ◆ Somali pupils

The race equality in education training programme for schools is a key part of achieving this commitment.

Overview of programme

Drawing on good practice from within Ealing and further afield, a comprehensive programme of training has been devised that aims to support school leaders to take forward the race equality agenda in their schools.

In addition to the existing training programme, the following new courses have been commissioned this year:

- ◆ Curriculum audit tool for race equality
- ◆ Strengthening restorative practices in pastoral meetings
- ◆ Creating your school's race equality action plan
- ◆ Understanding Afro-hair and implications for school policies

- ◆ Cultural awareness in education – understanding Black heritage and experiences
- ◆ Inclusive retention of staff

School engagement with the training programme continues to be excellent. During 2024-25 187 individual members of staff from 75 schools participated in the race equality programme. Many of these staff attended numerous training and network sessions, and there are many examples of school staff taking this learning back into school and making significant changes.

The training programme for 2025-26 aims to continue to provide access to the awareness raising and knowledge building courses for school staff who are earlier in their race equality journey, but it also offers opportunities for school leaders to further develop their learning and expertise with new courses.

To achieve systemic change, it is essential that all staff within schools and settings who educate and support children, young people and their families have access to the same high quality, training provision. For this reason, **all schools are strongly encouraged to sign up to the facilitator training sessions** and train members of staff to facilitate training for all staff back in school around the impact of bias and developing an anti-racist pedagogy in the curriculum.

We recommend that school leaders consider the range of training on offer throughout the year and identify relevant staff to attend specific sessions. All courses are available on CPD online and can be booked now – go to [Ealing CPD Online](#)

Training and networks

The following training courses and networks are currently available to all Ealing schools:

Training courses

- ◆ Adultification of Black children
- ◆ Addressing the N-word and Dehumanising Language
- ◆ Anti-racist policy / reviewing policies through an anti-racist lens
- ◆ Building equitable parent forums
- ◆ Black History Month – support race equity and avoid tokenism
- ◆ Creating your school's race equality action plan
- ◆ Cultural awareness in education – understanding Black heritage & experiences
- ◆ Curriculum audit tool for race equality
- ◆ Dealing with racist incidents effectively
- ◆ Ealing diversity in leadership programme
- ◆ Facilitator briefing - whole school training bias and anti-racist pedagogy
- ◆ Inclusive recruitment and induction of staff
- ◆ Inclusive retention of staff
- ◆ Race equality in the primary curriculum
- ◆ Race equality in the secondary geography curriculum
- ◆ Race equality in the secondary science curriculum
- ◆ Strengthening restorative approaches in pastoral meetings
- ◆ Understanding Afro-hair and implications for school policies

Networks, conference, seminars

- ◆ Governor and race equality leads conference
- ◆ Governors and race equality leads network
- ◆ Leadership seminar - race equality in education
- ◆ Race and diversity staff leads network
- ◆ Race equality parent forum leads network

All the above training and networks are provided free of charge to ELP schools, except for the Ealing leadership diversity programme where there is a small charge of £250 per person. Charges for individual courses for non-ELP schools can be found on CPD online.

A summary of each course and network is below, along with dates and booking arrangements.

Training courses

Adultification of Black children

This course will explore the concept of the adultification of Black children, its impact for pupils within schools, including the application of school policies, and how school leaders and staff can guard against it.

Addressing the N-word and dehumanising language in schools

This course is designed for primary, high and special schools who would like to tackle the use of the N-word and other anti-Black, dehumanising language. Staff will develop their understanding of the context which has seen a rise in the use of dehumanising racial slurs and will explore key challenges facing schools. An assembly outline and suggestions for follow up activities will also be provided.

Anti-racist policy / reviewing policies through an anti-racist lens

This course provides guidance for school leaders and governors about developing an anti-racist policy for their school. It considers the benefits of an anti-racist policy as well as practical strategies for developing the policy in close collaboration with parents, pupils and staff. It will also include reflection on how to ensure that school policies are fair and equitable to all members of the school community, with a particular focus on racial discrimination and inequality.

Black History Month briefing

A short briefing to help schools to utilise Black History Month 2025 to further race equity work and impact the curriculum, relationships with families, policy and continual school improvement.

Participants will receive ideas based on this year's theme of "Standing Firm in Power and Pride", and understand how this theme can give rise to tokenism, but also how it can serve as a platform to highlight aspirational narratives to inspire your whole school community. The briefing will consider pitfalls to avoid, and ideas to take forward. Attendees will receive templates to support swift implementation of chosen strategies back in school.

Building equitable parent forums

A two-part training course that focuses on transforming deficit-based views into asset-based perspectives, highlighting the strengths and cultural wealth of historically marginalised families. Participants will learn to recognise and leverage these strengths to foster more inclusive and respectful parent-school collaborations.

Creating your school's race equality action plan

This practical training course will equip school leaders with the knowledge, tools and confidence to create and implement an effective race equality action plan. Participants will explore the principles of race equity and disproportionality, consider their school's context

and data, how to identify their priorities and then develop targeted actions. Participants will be given access to tools to help engage pupils, parents and staff in the action planning process. The course will provide opportunities for reflection to ensure that leaders leave with a clear idea of next steps.

Cultural awareness in education – understanding Black heritage & experiences

This session explores the rich history and contributions of Black communities while examining how stereotyping and historical trauma shape the educational experiences of Black students and their families. Through discussions led by a community leader, staff will gain deeper cultural awareness, helping them to foster more inclusive, supportive, and equitable learning environments. The course is designed to prepare two staff members from each school to deliver the key messages from the course to their colleagues in school.

Curriculum audit tool for race equality

This session examines how to use curriculum audit tools for maximum impact, exploring benefits and drawbacks, and pitfalls to avoid. Participants will consider how to lay the foundation for a curriculum audit in your school / department / phase, work collaboratively, and how to embed changes that will have a lasting impact. A curriculum audit tool will be provided for delegates to use back in school.

Dealing with racist incidences effectively

This training will give leaders/ staff/ governors the opportunity to consider the impact of racist incidents on children and the safeguarding systems schools can put in place that ensure the needs of all children are met. Led by Orlene Badu, she will use the models provided in her recently published book, "How to Build your Antiracist Classroom" to ensure we all have a systemic approach that all staff understand and can lead with confidence.

Ealing diversity in leadership programme

Supporting career progression pathways for Black, Asian and minoritised background teachers who want to pursue roles in senior leadership - headship, deputy, and assistant headship.

The programme will include personal coaching; making an application; mock interviews; presentation and public speaking. Places on the programme cost £250 per person and are subsidised by ELP. This year the programme will be led and hosted by The Cardinal Wiseman Catholic School. For more information on how to apply to join the 2025-26 cohort visit [Diversity in leadership programme](#)

Facilitator briefing – self-paced training bias & anti-racist pedagogy

This session will provide an overview of two new video training resources that have been produced that provide 1) an introduction to bias and its impact in a school context and 2) an introduction to anti-racist pedagogy in the curriculum. The videos are designed as a short introduction for staff who have not participated in previous whole school race equality

training, or they can be used as a refresher for those who have attended previous training. The videos can be accessed by individual members of staff, small groups or can be used to facilitate whole school discussions.

Inclusive recruitment and induction

Develop an understanding of inclusive recruitment and induction; what good practice looks like, why it is important and how school leaders and governors can ensure that their policies and practices are inclusive so that they are able to attract and induct staff from diverse ethnic backgrounds.

Inclusive retention of school staff

Designed to equip schools with knowledge, skills, and practical strategies to support and retain global majority staff. Explore the barriers to progression faced by global majority staff and develop culturally responsive approaches to career development and leadership pathways. The importance of creating inclusive school environments where global majority staff feel valued, empowered, and have clear opportunities for growth.

Race equality in the primary curriculum

One-day course for curriculum leaders and subject leaders in primary schools. The course focuses on

- ◆ Black people in World History and British History
- ◆ Representation of Black History: developing a progressive approach
- ◆ Practice and curriculum: from theory to practice

By the end of the course, attendees will have much greater understanding and appreciation of Black history and wider Black contributions with practical examples of how to adapt the curriculum and follow an aspirational approach for the benefit of all pupils.

Race equality in the secondary curriculum (geography and science)

A half day course that focuses on race equality in either the secondary geography or science curriculum. For subject leaders in secondary school and is supported by the offer of ½ day bespoke training / advice back in school following attendance at the course.

Strengthening restorative approaches in pastoral meetings

Training on restorative justice strategies to foster stronger relationships, promote accountability, and implement culturally responsive behaviour management. Learn how to apply approaches in pastoral meetings and remediation discussions, ensuring they can effectively train and support other staff in their schools. Delivered by community engagement specialists from the Parent's Action and Resource Centre (PARC).

Understanding Afro-hair and implications for school policies

How racial discrimination materialises through lack of awareness and school policies, leading to systemic disadvantages for children with afro hair. Understand how and why

issues around afro hair have led to legal action, including perceptions, water, hair maintenance, protective vs everyday hair styling, adornment, head coverings and health and safety. How these issues impact compliance, readiness to learn and a sense of belonging.

Networks, conferences and seminars

Governor and race equality lead conference

A half day conference for school governors to attend with their school's race and diversity lead. An opportunity for lead governors to reflect on progress towards meeting the education demands of the Ealing Race Equality Commission and to consider the role of Governors in driving this agenda forward within their school. Hear from inspirational speakers and participate in practical workshops.

Governors and race equality leads network

Termly network for governor/trustee leads and staff race and diversity leads. Supporting your school to achieve its race equality goals and ambitions. Keep informed about important issues relating to race equality, a platform to discuss and network. To maximise the benefits, both staff and governor leads should attend. This way, they collaboratively bring valuable insights and strategies to their school.

Leadership seminar

Annual opportunity for headteachers, and their Race and Diversity Leads to come together to reflect on progress with the race equality journey within their schools. An opportunity to hear from inspirational speakers, highlighting key areas that will provide leaders with insights that will inform the strategic approach to race equality in school.

Race and diversity leads network

Regular network meeting for staff from primary, special and high schools who lead the race equality programme at their school. Provides support and opportunities to share good practice, identify challenges and work collaboratively to move this important agenda forward in their school. Includes elements of training, discussion and information sharing on key race equality topics relevant to a school. It is recommended that Race and Diversity Leads attend every session throughout the year.

Race equality parent forum leads network

A new network for staff who are the lead contact for their school's race equality parent forum. The network will be an opportunity for lead staff to reflect together on the issues raised by parents participating in their forums and share how their school is responding to these issues and engaging with the forum. Opportunity to share examples of what is working well and to identify areas where additional support is needed to collaborate effectively with the parent forum.

Training dates

To book places on any of the training or network sessions below visit Ealing CPD Online at www.ealingcpd.org.uk

Autumn term 2025

Course	Date	Time	Format	Phase	Target audience
<u>Black History Month Briefing</u>	Thursday 11 September 2025	9:30 – 10:30am	Online	All	Senior leaders, staff who lead BHM
<u>Race and Diversity Leads Network</u>	Wednesday 17 September 2025	9:30 – 11am	Online	All	Race & diversity Leads
<u>Cultural Awareness in Education – Understanding Black Heritage & Experiences</u>	Thursday 25 September 2025	9.30 – 11:30am	In person	All	Senior leaders, race & diversity leads, governors, inclusion / pastoral staff
<u>Race equality parent forum leads network (Autumn)</u>	Thursday 25 September 2025	1 – 3pm	In person	All	Staff leading parent forums
<u>Creating your school's race equality action plan</u>	Tuesday 30 September 2025	12.30 – 3pm	In person	All	Senior leaders, race & diversity leads
<u>Facilitator Briefing – self-paced training bias & anti-racist pedagogy</u>	Thursday 09 October 2025	1 – 3pm	In person	All	Senior leaders, race & diversity leads
<u>Governor conference</u>	Thursday 16 October 2025	9am - 12 midday	In person	All	Governors, senior leaders, race & diversity leads
<u>Building equitable parent forums (Part 1)</u>	Thursday 23 October 2025	1 - 3:30pm	In person	All	Senior leaders, race & diversity leads
<u>Curriculum audit tool for race equality</u>	Thursday 23 October 2025	1 – 3pm	In person	All	Curriculum and subject leads
<u>Anti-racist policy/reviewing policies through an anti-racist lens</u>	Wednesday 04 November 2025	9.30am- 12 midday	In person	All	Senior leaders & governors
<u>Inclusive recruitment and induction</u>	Wednesday 05 November 2025	2 – 4pm	In person	All	Senior leaders & governors

Course	Date	Time	Format	Phase	Target audience
<u>Inclusive retention of school staff</u>	Tuesday 12 November 2025	10am - 12 midday	In person	All	Senior leaders & governors
<u>Building equitable parent forums (Part 2)</u>	Thursday 13 November 2025	1 - 3:30pm	In person	All	Senior leaders, race & diversity leads
<u>Understanding Afro-hair and implications for school policies</u>	Tuesday 18 November 2025	1.30 – 3pm	In person	All	Senior leaders, race & diversity leads
<u>Race and Diversity Leads Network</u>	Wednesday 19 November 2025	9.30am - 12 midday	In person	All	Race & Diversity Leads
Strengthening restorative practices in pastoral meetings	TBC	TBC	In person	All	Senior leaders, race & diversity leads; inclusion/ pastoral staff
<u>Race equality in the secondary geography curriculum</u>	Thursday 27 November 2025	1 – 4pm	In person	Secondary	Geography subject leads / teachers
<u>Race equality in the secondary science curriculum</u>	Thursday 4 December 2025	9.30am – 12:30pm	In person	Secondary	Science subject leads / teachers

Spring term 2026

Course	Date	Time	Format	Phase	Target audience
<u>Dealing effectively with racist incidences</u>	Wednesday 14 January 2026	2 – 4pm	In person	All	Senior leaders, governors, race & diversity leads
<u>Addressing the N-Word & other dehumanising language</u>	Thursday 15 January 2026	9.30am – 12:30pm	In person	All	Senior leaders, race & diversity leads, inclusion/ pastoral staff
<u>Understanding Afro-hair and implications for school policies</u>	Thursday 22 January 2026	1.30 – 3pm	In person	All	Senior leaders' race and diversity leads
<u>Creating your school's race equality action plan</u>	Thursday 29 January 2026	10am – 12:30pm	In person	All	Senior leaders, race & diversity leads
<u>Race equality in the primary curriculum</u>	Wednesday 04 February 2026	9.30am – 3:30pm	In person	Primary	Curriculum leads

Course	Date	Time	Format	Phase	Target audience
Adultification of Black children	Wednesday 11 February 2026	2 – 4pm	In person	All	Senior leaders, inclusion, pastoral leads
Race equality parent forum leads network (Spring)	Thursday 12 February 2026	1.30pm – 3pm	Online	All	Staff leading parent forums
Leadership Seminar	Wednesday 25 February 2026	8.30am – 12 midday	In person	All	Senior leaders, race & diversity leads
Anti-racist policy/reviewing policies through an anti-racist lens	Tuesday 10 March 2026	9.30am - 12 midday	In person	All	Senior leaders & governors
Governor and race equality lead network	Tuesday 10 March 2026	4 – 5.30pm	Online	All	Governors & Race and Diversity Leads
Race and Diversity Leads Network	Wednesday 25 March 2026	9.30am - 12 midday	In person	All	Race & Diversity Leads
Addressing the N-Word & other dehumanising languages	Thursday 16 April 2026	9.30am - 12.30pm	In person	All	Senior leaders, race & diversity leads; inclusion/pastoral staff
Dealing effectively with racist incidences	Thursday 16 April 2026	2 - 4pm	In person	All	Senior leaders, governors and race & diversity leads

Summer term 2026

Course	Date	Time	Format	Phase	Target audience
Race equality parent forum leads network (Summer)	Thursday 23 April 2026	1.30 - 3pm	In person	All	Staff leading parent forums
Governor and race equality lead network	Tuesday 2 June 2026	4pm – 5.30pm	Online	All	Governors & Race and Diversity Leads
Race and diversity leads network	Thursday 18 June 2026	9.30am - 12 midday	In person	All	Race & Diversity Leads

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