



ELP's commitment to supporting schools

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ELP's approach

- ❖ Additional investment in ELP, by the Council, in order to support schools to deliver and embed their approach to race equality

- ❖ **Aim: to empower school leaders and school staff to develop the knowledge, skills and confidence to effectively address race inequality**

- ❖ Principles of approach to supporting schools with this agenda:
 - **Flexible and responsive**; recognising the different starting points of schools
 - **Facilitating collaboration** between schools and key partners
 - **Engaging with parents** as equal partners to help shape solutions
 - **Building on the learning** from the NLLB Black Caribbean Achievement project to inform approach
 - **Engaging external expertise**, where necessary, to ensure Ealing's programme of support for schools is high quality

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1. Leadership

- ❖ Provide support to Governing Boards and Senior Leadership teams to enable them to strategically review their current approach to race equality
 - Training
 - Governance Self-Review Tool for Race Equity and Diversity
 - Audit tools for whole school review
 - Programme of clinics to support whole school planning and whole school review
 - Race Equality Toolkit



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2. Engaging parents and communities

- ❖ **Parental engagement strategy** for the area and school support tools – led by Orlene Badu
- ❖ Development of the role of **Parent Forums** and ELP's interface with leading community groups to help shape change
- ❖ New training for school staff to **support building positive relationships with parents** from diverse backgrounds

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3. Curriculum, progress and inclusion

- ❖ Extensive **programme of curriculum training** to support schools to critically evaluate and adapt the curriculum to include aspirational Black history and Black contributions
- ❖ Diversifying the curriculum through **subject leader networks**
- ❖ **Integration of race equality challenge** into existing ELP school improvement systems and processes
- ❖ **New programmes for Year 9 and Year 11** to support the progression of Black heritage pupils onto Higher Education
- ❖ Coming up.....**launch of Therapeutic Thinking** pilot – whole systems approach to reducing suspensions in schools

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4. Developing cultures and behaviour

- ❖ Provide access to **‘Challenging Disproportionality – Developing Cultural Competence training’** for all school staff
 - Series of 4 video training sessions to be delivered to whole school staff
 - Facilitation training for school leaders who will lead these sessions in school
 - Two dates for facilitation training confirmed: Wednesday 12th October & Tuesday 8th November – book via CPD Online
 - Centrally organised programme of **race equality induction** training for staff new to Ealing

5. Inclusive recruitment and retention

- ❖ Talking Heads – creation of promotional videos representative of leadership roles, phases and ethnicities to promote Ealing as a great place to work and to support career development and progression in Ealing
- ❖ New leadership diversity programme for Black, Asian and minoritised staff
- ❖ Career development and progression network for Black, Asian and minoritised staff



Ealing leadership diversity programme

A collaborative programme from Teach West London and Ealing Learning Partnership (ELP)

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

The programme will run from November 2022 – July 2023 and will include:

- ❖ personal coaching
- ❖ making an application
- ❖ mock interviews
- ❖ presentation and public speaking.

Cost of programme £150 per person (ELP subsidised). Only 20 places available.

For more information and how to apply visit www.egfl.org.uk/leadership-diversity



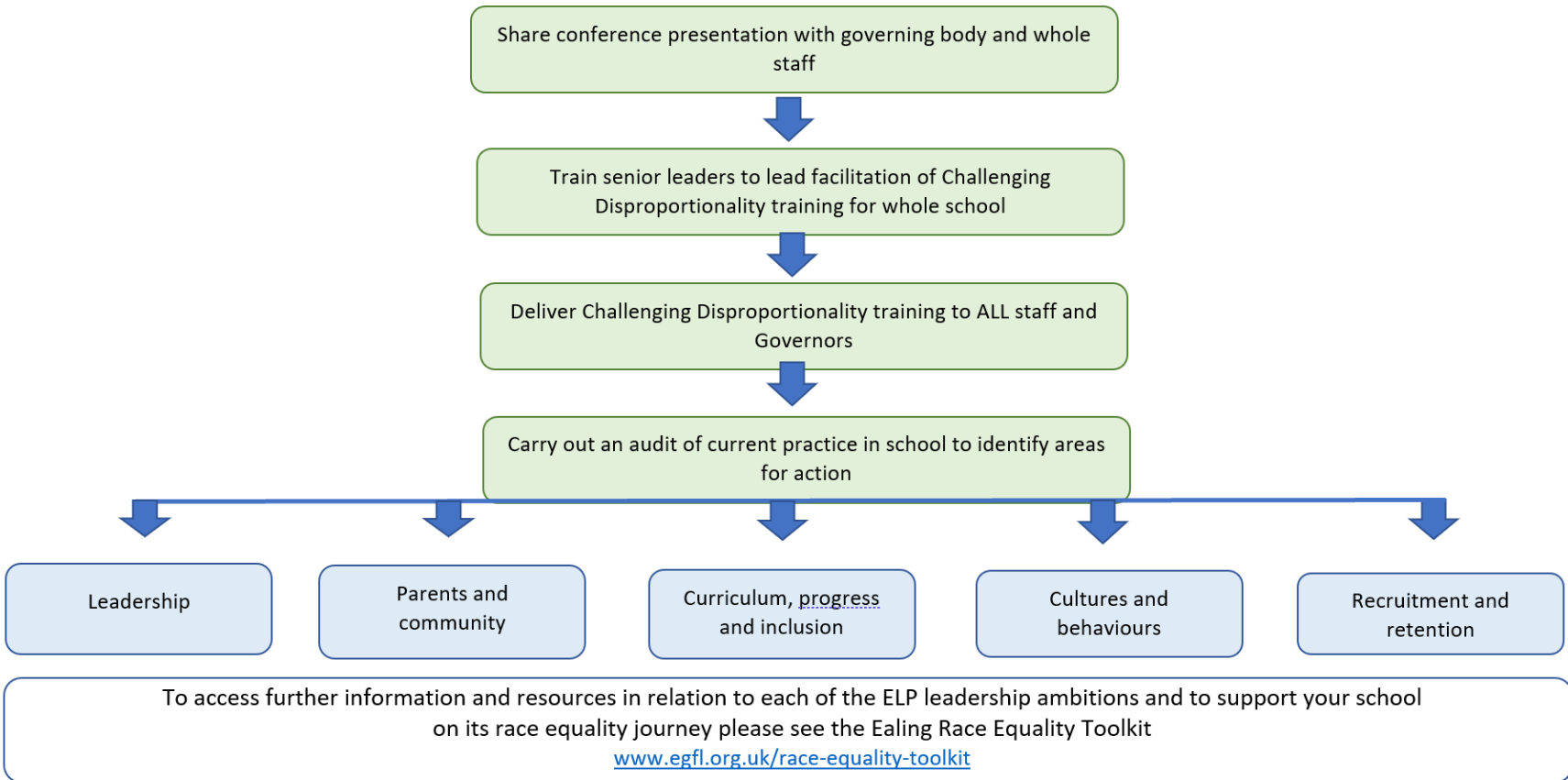
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Next steps

Getting Started – A Suggested Pathway



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Evaluation

We would appreciate it if you could complete the conference evaluation form as it will inform the development of ELP's plans going forward.

<https://www.surveymonkey.co.uk/r/N7MQT5Z>



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