

Race equality in education conference programme

Designed to mobilise our collective leadership ambitions to tackle race inequality in our borough.

Wednesday 29 June

Holiday Inn, Commerce Road, Brentford, TW8 8GA

For Ealing headteachers and chairs of governing boards





Foreword

Welcome to the Ealing Learning Partnership race equality conference. Thank you for joining us for the launch of our five key ambitions for all schools and settings across our borough.

We know that race and equality need to be at the forefront of the work we do in our schools, but the challenge is how we drive excellence and equity for all in a meaningful way that makes a real and lasting difference to our families and young people.

The findings of Ealing's Race Equality Commission report 'Do Something Good' present us with a stark picture of inequality experienced by our children and our families across education, employment, health, youth justice and participation. Today, as leaders, we want to set out a clear commitment to anti-racism in education and play our part in transforming the educational journey and outcomes of our underserved groups.

Ealing Learning Partnership fully accepts the demands set out in the commissioners' report: to improve educational outcomes and reduce exclusions for our Black heritage pupils; to listen and respond to children and parents in new ways that will support meaningful and sustained change and to actively develop a workforce that better represents the communities we serve.

Today must be a call for action; a real opportunity to come together and learn from the approaches already being developed by schools. We want to tackle structural inequalities head on and work with you all to implement systemic change so that we are not leaving groups of young people behind. We know that the scale of this challenge is great, but we also know this is matched by our ambition.

Over the next four years, the council has committed further funding to Ealing Learning Partnership to assist schools in making the most of localised support and tools. We know that our greatest strength is collaboration and when this is matched with focused ambition – we know we can make a lasting difference to children's lives.

We hope that you find today inspirational, challenging, and thought-provoking.



Julie Lewis, Director Learning, Standards and School Partnerships



Purpose

- to communicate the compelling reason for change and seek wide-ranging commitment to the education priorities coming from Ealing's Race Equality Commission
- a call for action against ELP's five leadership ambitions.

Themes

- Understanding and accepting that there are additional barriers to achievement and life chances based on ethnicity that must be tackled
- Utilising parents and communities as our assets to help shape solutions
- Better serving all our learners – curriculum, progression, inclusion
- Better serving our workforce - inclusive recruitment, developing and diversifying talent.

Ealing leadership ambitions - schools

1. **Leadership** - we accept that there are additional barriers to achievement and life chances based on ethnicity which must be tackled: our commitment to change is reflected in equalities policies and practices that are high profile, widely understood and shaped with the communities we serve
2. **Engaging parents and communities as assets** - we will invest in valuing and ethically utilising parents and communities as our assets so that they have the confidence to talk to us about barriers to inclusion and the space to shape solutions
3. **Curriculum, progress, and inclusion** - our activities will ensure that every learner is served well – with an explicit attention to the curriculum, academic outcomes, and pathways to adulthood for our Black Caribbean children and young people
4. **Developing cultures and behaviours** - we will prioritise training and development to embed and sustain our understanding of diversity and disproportionality: we will model the behaviours and ambitions we want to see in our workforce
5. **Inclusive recruitment and retention** - we will actively create a workforce that better reflects the diversity of the children/young people we serve and in our society: we will place high value on recruitment, development, and retention to increase the number of Black and Asian leaders in education.



Programme

8. 15am Registration, coffee, and networking

Session 1 - The compelling case for change

8.45am Welcome, Cllr Kamaljit Kaur Nagpal, Portfolio Holder – A Fairer Start

8.50am Conference themes and aims, Julie Lewis, Director Learning, Standards and School Partnerships

9.05am Keynote: The case for change – Ealing's Race Equality Commission, Lord Simon Woolley

9.20am ELP call for action – key findings and five Leadership ambitions - Julie Lewis

9.30am Keynote: The case for disruption - necessary discomfort, reflecting on the journey travelled by pioneering schools, Orlene Badu, Education Leadership Consultant

10.00am Reflection and discussion – Where is your school on its race equalities journey? How do you feel about leading race equality work in your school?

Table discussion and questions generated for panel

10.15am Panel questions

10.25am Break

Session 2 - School journeys

10.45am Young People's Voices – a reminder of who we are doing this for

10.50am Mobilising leadership, engaging parents, and rethinking the curriculum, Zehra Jaffer, Headteacher, Stoke Newington school

Table discussion

11.45am Investing in parents and communities as assets and mobilising change – Helen Bruckdorfer, Executive Headteacher and Rosemary O'Brien, Learning Pathways Lead, Torriano and Brecknock Schools

Table discussion

12.45pm Lunch

1.30pm Inclusive recruitment and retention, Karen Giles, Headteacher, Barham Primary School

Table discussion

2.00pm Panel questions

Session 3: Mobilising our commitments

2.15pm Moving forward - Monica McCarthy, Headteacher, St Vincent's Catholic Primary School

2.35pm ELP's commitments to supporting schools, Julie Lewis, Director Learning, Standards and School Partnerships and Sarah Thompson, Vulnerable Groups and School Partnerships Lead

Table discussion – commitment to action

3.00pm Plenary and close

Biographies



Orlene Badu is a Leadership and Education consultant and racial literacy advocate who has extensive senior leadership experience

and was the head teacher at a diverse primary school in Hackney for seven years.

She also completed a secondment as Head of Primary at an all through pupil referral unit. Roles she was devoted to.

She now works on several projects across London and the UK with a focus on race equity, leadership, and impactful ACTION.

She delivers training across London and nationally to drive action and supports and challenges schools to improve the lived experiences and academic outcomes of Black and Global Majority children and those who are systemically disadvantaged.

She is a school improvement partner in several boroughs and continues to be a school governor.

She has extensive experience in building sustainable teams that are strategic, motivated, valued, and empowered.



Helen Bruckdorfer is the Executive Headteacher of Brecknock and Torriano Primary Schools in Camden.

She has been central to the development of their ethos and vision, advocating and delivering on the rights of the child and the Sustainable Development Goals. Helen is committed to promoting children as agents of change in their school and community

As a strong advocate of science and careers education, she is a member of the Camden STEAM Board, working closely with leaders to develop an ambitious careers pathway offer for all young people in Camden. This includes promoting oracy education as a key component in the curriculum.

Helen is also the Headteacher representative on the Learning and Participation Board at the Royal Opera House. In both roles, she is passionate about inclusion, promoting equality and social justice.

She has co-led the school's anti-racist approach, working with staff, families, The Black Curriculum, and other Camden schools to decolonise the curriculum and confront racism.



Karen Giles is an educational leader, professional development facilitator, coach, mentor, and public speaker.

She is embedding excellence in her nineteenth year of Headship at Barham, a titan (930 pupils, 140 staff) multi-lingual/cultural/faith primary school in Wembley.

Karen is a Founding Fellow of the Chartered College of Teaching. She served as Chair of the Inspire Partnership Academy Trust Board comprised of nine Primary Schools.

She currently serves the Education and Employers Trust Board.

Karen also worked as a Local Government School Effectiveness Lead Professional.

Karen has been a Leadership Coach with The Future Leaders Trust/Ambition School Leadership and a Director of the London Leadership Strategy. She has also facilitated numerous National College leadership development programmes (New Vision, Head for the Future, Tomorrow's Heads, National Professional Qualification for Headship (NPQH)).

Karen currently facilitates professional development, most recently in Argentina and Brazil, training for Diverse Leaders as well as the inaugural Women's NPQH.

Karen was an OFSTED Team Inspector in 2010-15.

Karen received the London Region National Teacher Award for (DCSF) Enterprise and Innovation in 2009.



Zehra Jaffer is an experienced senior leader who has worked in schools for just under thirty years.

She is presently Headteacher of Stoke Newington School in the London Borough of Hackney, having worked in the borough since 2013.

Zehra is passionate for every child to achieve brilliant results, equipping them for a future of possibility. She is committed to working with parents as partners, particularly those from marginalised groups.

Zehra is also a Trustee at Caterham School an independent school in Surrey and is also a livery member of the Skinners' Company in the City of London, recognised for her work in education.



Rosemary O'Brien is the Learning Pathways Lead at Torriano Primary School in Camden.

She has been leading pupil advocacy and empowerment over the last 10 years, through a rights-based education programme.

Rose has a wealth of experience consulting with key organisations including UNICEF, Team London, and the Black Curriculum to develop a curriculum, which represents our community and offers equal opportunities for all.

Instrumental in leading the anti-racist strategy at Torriano, she works with children, parents, and staff to develop curriculum, policy, and action against racism. A key contributor to the Camden Anti-Racist Hub and has shared practice with other schools across Camden.



Lord Simon Woolley
Founding Director of
Operation Black Vote,
the internationally
renowned campaigning
NGO which he

launched in 1996. OBV works with ethnic minorities in the UK to increase understanding of civic society, participation in Parliament and public life, and to promote equality and human rights.

Formerly an Equality and Human Rights Commissioner, in 2018 Lord Woolley was appointed by Prime Minister Theresa May to create and lead the UK Government's pioneering Race Disparity Unit. The Unit collects, analyses, and publishes data on how crime, education and health are affected by ethnicity.

Fostered and then adopted as a small child, Lord Woolley grew up on a council estate in Leicester, and left school without A-levels. He later returned to formal study via an access course and gained a BA in Spanish and English Literature at Middlesex University and an MA in Hispanic Studies at Queen Mary University of London.

Lord Woolley has a track record of addressing representational imbalances, transforming institutions, and nurturing individuals.

His cross-party and cross-sector work with Operation Black Vote has seen the number of MPs from black and minority ethnic backgrounds rise from 4 to 65 over the past two decades.

In collaboration with Magdalen College, Oxford, he has been instrumental in the development of Pathway to Success, a programme designed to equip future BME leaders with the tools and knowledge required for senior leadership.

Repeatedly recognised in the Black Powerlist, Lord Woolley is dedicated to promoting opportunity for underrepresented communities and individuals, and to building consensus across political and community lines.

Simon Woolley was knighted in the Queen's Birthday Honours in June 2019 and was created a life peer in December of the same year.

He sits as a crossbencher in the House of Lords.

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