

Diversity, Equality and Inclusion (DEI)
at
St Joseph's RC High School Newport

Pupil Strategic Equality Action Plan
(PSEAP) with 5 targets for 2022-23

SJHS Diversity, Equality and Inclusion

You said	We did	What next? 2022-23	Progress check
How can we see and sense more reference to diversity across our classrooms and school?	<p>-We now have over 30 diversity champion posters across the school and in our canteen</p> <p>& Black History displays.</p> <p>-We also have 20 subject awards at A Level named after famous scholars from a range of diverse backgrounds.</p>	<p>T2-We will ensure every classroom truly has a diversity champion on display and a biography & QR code.</p> <p>& we will ask that every teacher truly champions this person in key lessons.</p> <p>Can classrooms be renamed?</p>	

SJHS Diversity, Equality and Inclusion

You said	We did	What next? 2022-23	Progress check
<p>Are pupils and staff trained in knowing how to tackle racism and discrimination?</p>	<p>Nearly every pupil in Year 7 to 10 has received training from SRTRC or the Race council.</p> <p>Several key staff have also attended government and local training sessions.</p>	<p>T3-Year 7 SRTRC training in October 2022.</p> <p>Ensure staff continue to be updated and trained around DEI. Possibly invite in Rachel Clarke to assess our progress and propose next steps.</p>	

SJHS Diversity, Equality and Inclusion

You said	We did	What next? 2022-23	Progress check
<p>Over 30 pupils completed an extensive survey about diversity in our curriculum.</p> <p>This clearly showed that all subjects must do a lot more across lessons to reflect our diversity.</p>	<p>Over 20 pupils presented at the July staff INSET day.</p> <p>This was very powerful and teachers were very grateful.</p> <p>Teachers then made pledges to the group to show what changes they would make to the curriculum.</p>	<p>T4-DEI leaders will be assigned subjects and will check the progress of these curriculum pledges across the year.</p> <p>This is the most crucial task as these curriculum developments impact on everyone and can really make a significant and positive difference everyday.</p>	

SJHS Diversity, Equality and Inclusion

You said	We did	What next? 2022-23	Progress check
<p>We need to make it clear how we feel about racism discrimination.</p> <p>We need clear guidance on what racism is and how to tackle it, when we see or hear it.</p>	<p>The DEI Ministry advised on and helped design a anti-racism banner</p> <ul style="list-style-type: none">-All pupils were shown this and were given the chance to suggest improvements.-This SRTRC approach was shared across PSHE for all pupils.	<p>T5-Display the banners in school in prominent positions.</p> <p>& Ensure PSHE time is devoted to explaining again our approach to tackling racism and all forms of discrimination.</p> <p>Focus next on ableism and sexism.</p>	

Thank you for listening so respectfully to
our presentation

Do you have any further ideas?
Questions?

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Where...
'We say no to racism'

Lesson Objective: To listen and then recognise our school's approach to tackling racism and discrimination.

This is represented in our banner, but more importantly needs to be expressed in our daily interactions and behaviours.

As we, **'Serve God through Learning Together'**.

SJHS Diversity, Equality and Inclusion, tackling racism in society.

You said...	We ...	What next? 2022-23	Progress check
Ensure our stance is linked to the Gospel message and Catholic church teaching.	<p>On our banner it clearly shows a message from the Gospel of John. “A new commandment I give you, love one another as I have loved you”. John 12:34</p> <p>We also draw your attention to the quote from Pope St John Paul II who said, “Racism is a sin that constitutes a serious offence against God”. August 26th 2001</p>	<p>Present again to all pupils on our stance. Nov 22</p> <p>Check that pupils know two clear links to Gospel values as expressed here.</p>	

Diversity, Equality and Inclusion

You said...	We did... Key messages we shared...	What next? 2022-23	Progress check
<p>Ensure everyone knows what racism is and what it looks like.</p> <p>Keep messages simple.</p>	<p>Racism is the practice of discriminating against people based on their race or ethnic background.</p> <p>What does it look or sound like?</p> <p>When a person is verbally or physically insulted because of their ethnicity or culture.</p> <p>Stereotyped, often negatively.</p> <p>Rejected or excluded from a group because of their ethnicity or culture.</p> <p>Some people try to hide these racist behaviours behind the label 'banter'.</p>	<p>-PSHE lessons October 22</p> <p>-PSHE anti-racism Nov 22</p> <p>Check that pupils know the definitions we use.</p>	

Remember at SJHS, we don't do banter!

We know how damaging and upsetting it can be.

We know that people who discriminate and are racist use 'banter' as an excuse to hide their discriminatory behaviours.

Remember, If it is not kind, don't say it!

Diversity, Equality and Inclusion

You said...	We did... Key messages we shared...	What next? 2022-23	Progress check
<p>Ensure everyone knows how to challenge and report racism.</p> <p>Again, keep messages simple.</p>	<p>We have used the training from ‘Show Racism the Red Card’ to develop a 6-step approach to tackling racism and all forms of discrimination.</p> <p>1-Inform/educate 2-Question 3-Rephrase.. 4-Always stay safe and withdraw if you do not feel safe. 5-Direct Challenge 6-Report</p>	<p>PSHE anti-racism Nov 22</p> <p>Pupils know and use our 6 step approach.</p> <p>Record discrimination in SIMS to report on to the Local Authority and Welsh Government.</p>	

1-Inform/educate....Do you know?

Step 1 in tackling racism and all forms of discrimination is to focus on how people are educated and informed. Our school culture, curriculum, lessons and home lives must live and breathe anti-racist practice,

We 'all' have a role to play in educating and informing others of racism. We all must take responsibility for ensuring that our Gospel values dominate everything so that all people are truly treated as equals.

2-Question? ...Do you know...?

Step 2 in tackling racism is to effectively question friends, peers, family as part of our 'educating'.

Why do you think that is offensive?

Why is banter dangerous?

Do you know why that is incorrect/wrong?

Why do you think like that? Who told you that?

Do we have a moral duty to support refugees?

3-Rephrase...Do you mean...?

Step 3 in tackling racism is to always tackle people that use direct or indirect language which is racist or can be perceived/seen as racist.

Stop them and say...hold on...do you mean to say?
What are you trying to say...?

This will help us understand if they are meaning to be racist or infact speaking from an ill-informed or emotive position.

1-4 Stay safe...

Before we move on, it is important to safeguard everyone. Steps 1-3 are pro-active but normally take place in safe situations in school or with family, friends and peers. 'If' you are moving on to direct challenge in step 4 always ask yourself,

- Do I feel safe to tackle this?
- Is the situation safe or volatile/aggressive?
- Will I help or hinder the situation if I intervene?
- Is there a better way to tackle this?

Your safety comes first. Think before you act!

5-Direct Challenge...

Step 5 in tackling racism is to directly challenge what you perceive as racist behaviour or language.

Hold on...stop..that is racist....

It is not right or fair to behave like that...

That is racist because you are...

Too many people do not take this bold move with peers as they find it awkward and confrontational. However ignoring racism is a big part of the problem.

e.g. Have you heard of foot deliberately singing louder than racist chanting?

6-Report...

A further step in tackling racism is to report it.

To be clear, steps 1-5 do 'not' need to happen first. It is just our intention to 'power up' steps 1-5 so that everyone takes responsibility for tackling racism and for weakening its origins.

At any point where you feel the need to officially report racism then please ensure you do.

1: If anything occurs in school we would really appreciate it that the incident is privately reported to a teacher. We as a school can then investigate it, record it properly, report it and use appropriate next steps.

2-It is also important that you report any examples of racism and discrimination to your Parent/Carer. They will help you evaluate it and respond appropriately.

3-You, school or anyone you know can also report racism to the Police on 101. If lines are busy email instead at gwent.police.uk

4-Alternatively you can report racism to racecouncilcymru.org.uk

Thank you for listening. We hope you are very clear about our stance towards racism, what it is and how it should be tackled.

Tutors, please open a copy of the banner attached to the email.

Tutors, please display the banner again now that the approach has been explained.

Presenters, please explain you will not take questions as we want forms to discuss what they have learnt.

Presenters leave and return to your forms.

Tutors, in the remaining time and PSHE on Friday, please record key questions your form has and answer them using what you have learnt from the presentation and your own professional knowledge.

Should there be any questions you require further support with, please let Mr Nunn know and he will happily visit with pupil diversity leaders to discuss.