

# Barking and Dagenham Race and Social Justice Charter

We are proud that Barking and Dagenham is one of London's most diverse boroughs. We are determined that all our young people, particularly the most disadvantaged, should have the best possible start in life.

We believe that:

- Ethnic background or racial group must not negatively impact students' experience of school, their educational outcomes, or life chances
- The staff and leadership of our schools and borough must fully reflect our diversity
- Schools' curriculum must reflect and celebrate the diversity of our borough

Our school embraces our role in making these beliefs a reality. We have:

- 1. A named lead facilitator for race and social justice** - co-ordinating work in our school and between schools
- 2. A lead governor for race and social justice** - who ensures our governing body consistently considers how the school is addressing issues of race and social justice
- 3. Used the Barking and Dagenham race and social justice self-evaluation tool** to identify priority areas we need to address **in our school improvement plan**
- 4. A curriculum intent** which is explicit in representing and celebrating the diversity of people and communities in our borough
- 5. Recruitment and progression** practices which create fair, equitable pathways for all candidates and employees, ensuring we reflect the communities we serve
- 6. A commitment to staff development** - ensuring all our people have the skills and confidence to address issues of race and are knowledgeable about the communities we serve
- 7. A clear commitment to working with pupil voice**, ensuring that the views of young people are central our approach
- 8. Established links with our community** and engaged families in the development of the school's approach to race and social justice

