

Portsmouth Education Partnership (PEP)

BLM / Anti-Racism Group

Terms of Reference (November 2020)

1. Introduction

This group will support the implementation of the Portsmouth Education Strategy 2020-2023 and will contribute to overall themes of the strategy

Our vision as outlined in this strategy is that through working together we can ensure that: *All children and young people make good progress through education which sets high expectations for them, is infused with restorative high support and high challenge and which is supported through leading edge use of digital technology, empowering them to drive their own learning anywhere.*

A central theme of the PEP strategy is inclusion - *creating an educational environment that is welcoming to all children and young people and not giving up on any child whatever their circumstances.*

The strategy will also have running through it a commitment to engage with schools and partners to develop and share anti-racism training and resources in response to Black Lives Matter.

2. Purpose

The working group has been established to develop and share learning resources for use in schools, and identify gaps in current resources or training, which support both the teaching of themes relating to BAME communities across all parts of the curriculum and the teaching of the histories of the UK and the world. This will include, but go beyond, black history to consider a range of minority ethnicities as part of local, national and international history.

The group will consider issues, themes, events and resources across the curriculum, including but not limited to, literature, social history, art, language and well-being. We want to enable learners to develop an understanding of the complex, pluralistic and diverse nature of societies, past and present.

This will not only allow them to develop a strong sense of their own identity and well-being, but to develop an understanding of others' identities and make connections with people, places and histories. This would also incorporate their online identity.

3. Key responsibilities

The Group will:

- a) Review the learning resources currently available to support the teaching of themes relating to BAME communities, their contributions and experiences, and the teaching of the histories of the UK and the world
- b) Share the development, practice and learning of settings, schools and colleges in working toward a more inclusive (decolonised) curriculum
- c) Promote longer-term, transformational institutional change
- d) Develop professional learning for education leaders and staff to promote and support this work in settings, schools and colleges
- e) Establish a supportive network for BAME staff working in education in Portsmouth
- f) Provide regular updates on the work of the group and the impact it is having on individuals, education settings and overall outcomes in the city.

The group recognises that some of these are longer term areas to work towards but agreed that it was important to aspirations about where

4. Membership

The membership of the Group is as follows:

Chair	Sarah Christopher, PEP
Parent Governor	Governor, Mayfield
Primary School	Cottage Grove,
Primary School	Howard Paine, Medina
Secondary School	The Portsmouth Academy, Mayfield
EMAS	Karen Thomas
Hidden Harm Education Officer	John Webster
The Portsmouth Grammar School	Jo Morgan
NEU	Amanda Martin
PPV / Moriah	Natalie Abraham / Flo
Housing , Community	Marshada Chowdhury
Sharon Furtado	Governor
Young person	Ellie Slater
College	The Portsmouth College
Early Years	Connie Brazier
Parent Rep	Tonia Anderson
Circulation for Info:	
Chantelle Knight PSHE	

The membership of the Group will be continually reviewed and monitored.

The expectation is that the headteachers and school colleagues on the Group will be representative of both Multi Academy Trusts and LA Maintained Schools, and that schools will lead / champion key actions and proactively communicate the work of the Group and its importance in improving outcomes.

5. Chairing, frequency of meetings and administration

The group will be chaired or vice-chaired by a local Headteacher supported by Sarah Christopher, PEP and School Inclusion Manager. The length of service will be for at least one year and will be reviewed at the end of each academic year.

The Group will meet half-termly.

Minutes of the meetings will be circulated to all members as soon as available and shared on the PEP website. The agenda and supporting papers will be sent out in advance of each meeting.

6. Accountability and governance arrangements

The Board will report and be accountable to the PEP School Leadership and Effectiveness Board and will inform the work of the Children's Emotional Health and Wellbeing Group.