

ANTI-RACIST APPROACHES: LEADERSHIP IN ACTION

“Join an interactive session exploring what it means to lead with an anti-racist lens—moving beyond intention to sustained, accountable action. Together, we’ll reflect on context, connect with peers, and identify practical next steps to drive meaningful change.”

WARM UP

What does this mean?

House keeping

Get comfortable, BE PRESENT, STAY COMPASSIONATE, ASK QUESTIONS!

Get rid of laptop/devices

Grab a4 paper and fold into eight sections

Sticky name label, with 3 descriptive words (thanks, Kate McKenna)

Introduce yourself to the people of your table

Let's get ready to rumble!





What makes you you?



Derby City Council

PARAMETERS OF SESSION

The Derby approach as it stands currently, will not be the same as your authority.

We are in the infancy of developing **our** approach but it takes time.

Our motivators - Our city, our community, our families

Your motivators

THE WHY

So far...

The team

Your allies

Team of elders (not mine, from very first session by Chris Murray from National college – I LOVE that language)

Who are your team of Elders/Your trusted body?

PSYCHOLOGICAL SAFETY

Establish	Establish team norms that promote Respect
Encourage	Encourage Voice and Participation
Respond	Respond supportively to input
Normalise	Normalise diverse perspectives
Practice	Practice Active Empathetic listening
Model	Model Vulnerability and Humility
Address	Address Harm Quickly and constructively
Celebrate	Celebrate Inclusive Behaviours

- How does your organisation create this?

- Or

- What could your organisation do to create this?

WHEN THERE IS PSYCHOLOGICAL SAFETY

People feel safe to: speak up

People feel safe to: share ideas

People feel safe to: ask questions

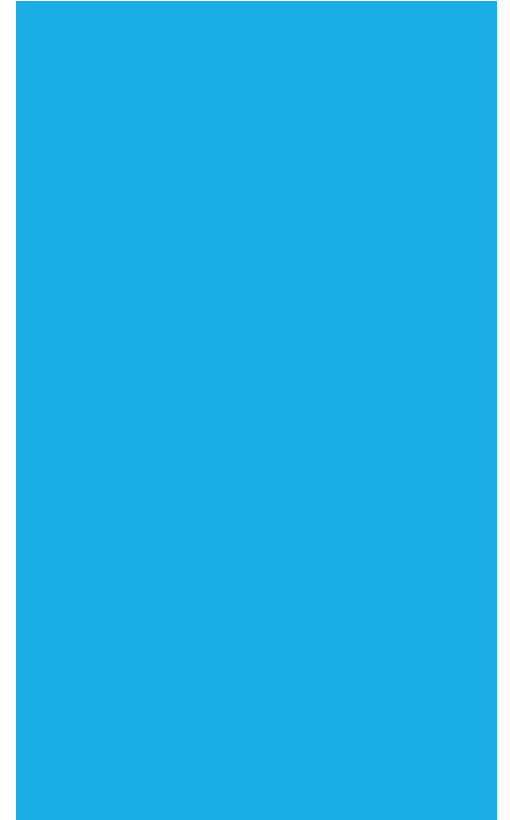
People feel safe to: make mistakes

Their input is VALUED

There are no repercussions for being HONEST

They BELONG and can be themselves

They can take interpersonal risks (like disagreeing)



THE DERBY APPROACH TO DATE

What are your examples?

EDI board

Staff network meetings

Beyond Barriers

Visibility in leadership

EDI influencers

SACRE – Standing Advisory Counsel for RE curriculum – anti racist unit

Anti Racist leadership training – for school leaders

Celebration within organisation – nominated as Inclusion Champion

Our work has and will continue to capitalise on these foundation



WHAT WE STARTED WITH

SACRE and Anti racist leadership training

NO PLACE FOR HATE

In our city, there is
NO place for abuse
NO room for hate

Join us in saying Derby
has no place for hate.



Make the pledge at
derby.gov.uk/NPFH



THE BLACK ASIAN MINORITY NETWORK

New
leadership

Action plan

Survey

SLT sponsor

100+
members

Monthly
meetings

Allie specific
meetings

Newsletters



BAESN

Black, Asian and Minority Ethnic
Employee Support Network



Derby City Council

DERBY YOUTH JUSTICE SERVICE - JAS

A specific crib sheet to engage with diverse young people

Feedback:

“ I like that you want to know”

“it’s nice to talk about me and things I can teach you about me”

“nobody has asked this much about me before”

- Child centred approach, getting to know whole person.

ANTI RACIST
WORKING GROUP

LA coordinating

School leaders

External organisations

University

Collective working

Shared vision

Team to enact process

WHAT OUR SCHOOLS ARE DOING:

Anti Racism pledges

Anti racist ambassadors

Protected characteristics training

EDI training

Cultural competency awareness

Working group – challenging what they can

Leading my example

Community based experiences, 'Iftar events' most recent example

Do you know what your city
is doing?

Is there an opportunity for
'joined up working?'

University of Derby Initial Teacher Training and Education: Commitment to Anti-Racism



- Inclusive Curriculum Design:** Embedding anti-racist values and education across teacher training programmes, including mentor training to advance racial equity within education.
- Developing Cultural Competence:** Preparing beginning teachers to identify, confront, and mitigate racial biases in educational contexts.
- Engagement with Communities:** Development of a week Multilingualism Intensive Training and Practice (ITaP) week with our inner-city schools to support the reframing of English as an additional language (EAL) as an asset rather than a deficit and to overcome barriers and negative stereotypes we know some people have of inner-city Derby. And joining cross collaborative groups to promote anti-racist practice in order that our city is a safer, fairer, more just place for all.
- Engagement with Schools:** Offering school based CPD to staff to support the development of racial literacy and how to have conversations on race and on how to diversify the curriculum. Some delivery in collaboration with Derby City Council.

Anti Racism strategies at Lees Brook Academy

Active student anti-racism ambassadors
(leading student voice activities and assemblies)

Working with colleagues across the city as part of the City Schools Anti-Racist Forum looking at:

- Racial disparities in attainment and exclusions
- Curriculum representation and decolonising approaches
- Workforce diversity and leadership pathways
- Racial literacy and professional development
- Pupil voice and community engagement
- Racism reporting systems and safeguarding

Signed the pledge



**ANTI-RACIST
SCHOOL AWARD**

CRED@leedsbeckett.ac.uk



LEEDS BECKETT UNIVERSITY
CARNEGIE SCHOOL
OF EDUCATION

Completing
this two year
programme
which
includes
work around



Governance, Leadership and Strategy
Hidden Curriculum
Parents Carers and Community Partners...
Pedagogy & Curriculum
Professional Learning & Development
School Environment

FIRS PRIMARY SCHOOL





'I speak Shona'

'I speak Kurdish'
'I speak Farsi'
'I speak Slovak'



'I speak Amharic'



'I speak Czech'



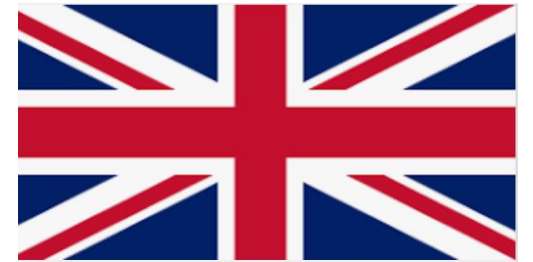
'I speak Portuguese'



We respect each other every day, how amazing that my friends speak different languages



'I speak Lithuanian'



'I speak English'



'I speak Latvian'



'I speak Malayalam'
'I speak Punjabi'
'I speak Pashto'
'I speak Tamil'



'I speak Polish'



'I speak Bulgarian'



'I speak Bengali'

'I speak Hungarian'



'I speak Kannada'

'I speak Chinese'



'I speak Arabic'



RUNNING COMMUNITY EVENTS IN THE COMMUNITY, BY THE COMMUNITY

Iftar event run by school

OUR NEXT STEPS

EDI managers conference

Evaluation of city wide campaign

Working group developments, TOR, Action plan, bigger picture

BAESN network, succession planning, next steps

Schools and curriculum, to be continued

Challenging bias

Your next steps:

Mentoring

- **Short term**

Learning from Beyond Barriers

- **Medium term**

And more...

- **Long term**

Everything you
do makes a
difference—
choose to make
it meaningful.

Shaheen Parekh – Education lead for Families First Partnership
programme

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Derby City Council

Derby City Council

Diversity and Heritage Pledge

Vision

Derby City Council children services are committed to identifying and seeking out the strengths in each child's family and will value you and your family background.

To do this we pledge:



We will listen and learn from you.



We will take the time to talk with you and your family to understand your culture and identity.



We will value you and understand your uniqueness. We will make sure that you can celebrate your language, special days and events.



We will ensure the people that are looking after you, give you the care that you need which reflects your unique identity and heritage.



We will develop the confidence of your carers and the adults in your life so they can look after you.



How we will do this:



Talk to you and your family.



Understand who supports you and your family.



Celebrate your special days.



Make sure the people who look after you care for you well.



Talk about the things which make you unique.

If you need any more information, contact me...

Name

Phone

Email

Team phone number