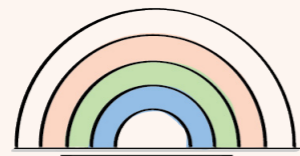


# HIGHLY EFFECTIVE PRACTICE

## in anti-racism and racial literacy

### at Newark Primary School



This illustrated case study details highly effective practice that has been captured during the inspection of Newark Primary School in Inverclyde Council.

Through its racial literacy and anti-racism strategy, the school is challenging discrimination to ensure that all children are treated fairly.

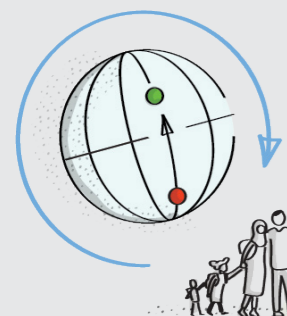


## Developing racial literacy

In 2021, one of the school's teachers took part in the 'Building Racial Literacy' programme offered by Education Scotland. This teacher has used their learning to lead racial literacy training for all teaching, support and office staff in the school. School staff have also created an anti-racist action plan. An important feature of this plan is to provide regular opportunities for individual and collaborative learning that is focused on

racial literacy. The professional learning that has been offered in the school has already increased staff confidence in being able to challenge racist incidents and to discuss racism and discrimination with children. Staff are also using an anti-racist critical thinking model to examine and plan curricular content and resources. This model is helping to ensure that the backgrounds and perspectives of all learners are reflected in the curriculum.

## Changing school context



The community that Newark PS serves is largely composed of people from a White Scottish ethnic background. However, over the last few years, the community has become more diverse, with families arriving from Syria, Afghanistan and Nigeria.

This diversity in the local community is reflected in the increasing ethnic diversity of the children who attend the school. Although these families have been welcomed by almost everyone, there have been incidences of racism in school and the community. This was the catalyst for the school to start their anti-racist change project.

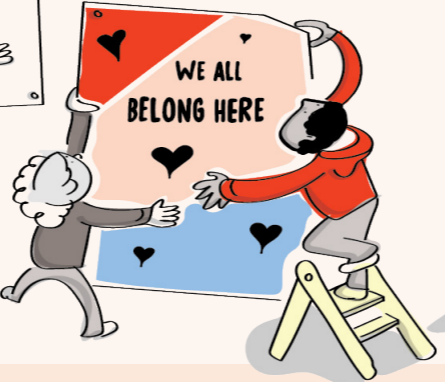


## The pupil-led anti-racism group campaign for equality and diversity.

The group ran a successful poster campaign communicating inclusive and anti-racist messages. This campaign gained the support of local businesses, shopkeepers and religious groups.

Led by the school's anti-racism group, several children worked in partnership with a local college and a professional animator to create a short, animated film titled, '[We Are All Special](#)'. Voiced by children affected by racism, the film highlighted the children's racialised experiences.

The film is consistently used to create a stimulus for learning in the classroom and beyond.

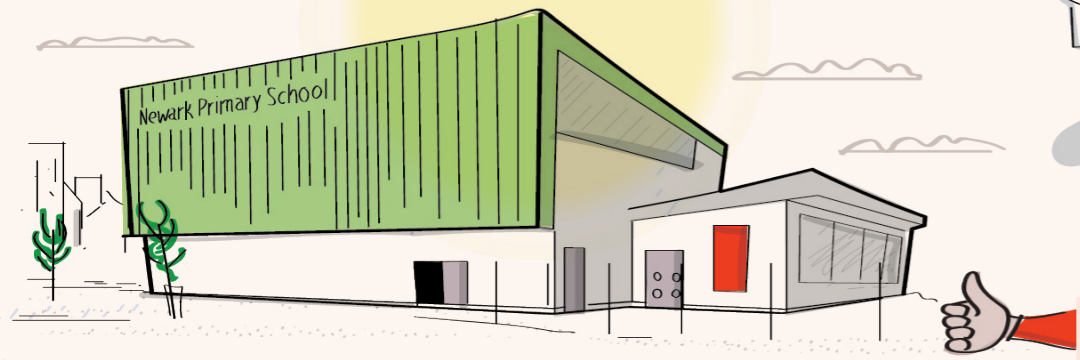


## External recognition

Through class charters and learning displays that are linked to the UNCRC, children understand how their rights can influence their learning. As a result of the strong values and commitment to children's rights, there is a highly inclusive learning culture across the school. The school has received two Gold: Rights Respecting Schools awards in recognition of their work.



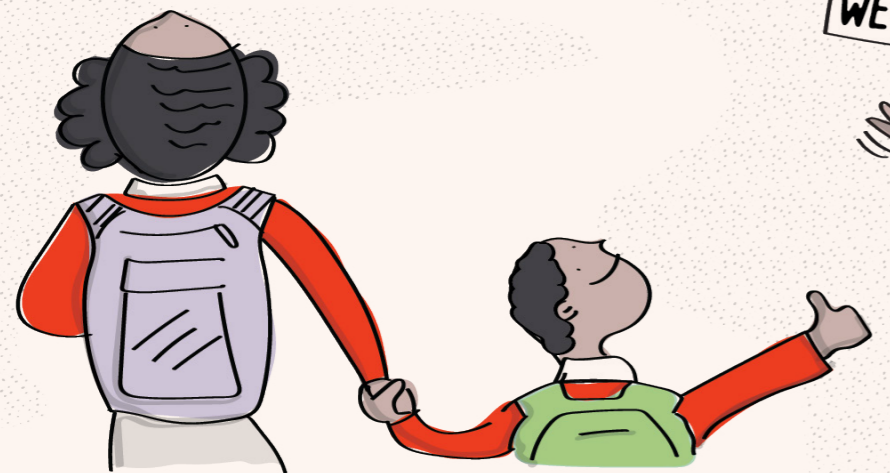
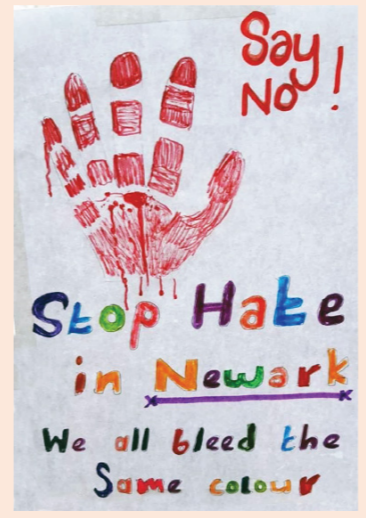
The General Teaching Council for Scotland (GTCS) also recognised the school's work on anti-racism through the Saroj Lal Award for Pioneering Spirits in Equality and Diversity.



## What has been the impact of the work?

Children at Newark PS feel empowered to lead anti-racist change within the school community and beyond.

They are now more able to identify racist behaviour and have increased confidence in calling this behaviour out. Staff at Newark PS are now more equipped to speak about matters of race and have improved their ability to seize opportunities for racial learning when they naturally occur. Staff are also better at supporting one another when difficult situations involving race arise. Staff are not afraid to tackle or record incidents of a racialised nature.





## Inverclyde council

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