



CHRIST THE KING
SIXTH FORMS



Archdiocese Headteachers Conference 2021 Race Equality *Shireen Razey & Tim Oladimeji*



Our Journey – Race Equality

Christ the King: Emmanuel



Christ the King: St Mary's



Christ the King: Aquinas



Ut Vitam Habeant
That they may have life and life in all its fullness

Our Community.....our Journey

- 86% of our students are ethnic minority
- 43% of our staff are ethnic minority
- 23% of are Governors are ethnic minority

Where, When and Why?

- Following the brutal murder of George Floyd our community wanted to respond together
- Staff, Students, Alumni, Governors, wider community
- Race equality, we can all change
- Increasing awareness of unconscious bias
- Strategies to close and recognise any gaps
- Be open, having difficult conversations
- Be reflective

Accept we are
biased:

- Understand your own biases
- Examine the decisions you take and the way you take them
- Be open to different ways of looking at people

Honest conversations

- **WHAT** assumptions do we make about people?
- **WHY** do we come to the conclusions we do?
- **WHEN** do we tend to make these assumptions?
- **WHERE** can this cause us difficulties?
- **HOW** can we stop ourselves doing this?
- **WHO** does it and who does it affect?

Understanding Unconscious Bias

- No one really starts out the day saying, “I’m going to show my bias today.” Yet, that is the result...we all have unconscious bias.
- However, a deeper curiosity is how does unconscious bias manifest, when is it most likely to occur and how can we mitigate against its occurrence when there is a need to.
- Neuroscience and behavioral research have helped with explaining the why and how behind unconscious bias particularly in the workplace.

Race Equality Working Group

We established a Race Equality working group, that has several sub-groups. These groups meet regularly, to take forward a number of focused actions.

The groups are:

- Curriculum and Pastoral
- Staff and Governors CPD
- Spirituality and Wellbeing - staff and Students
- Staff, Parent, Student, Alumni Voice

August 2020 Staff Wellbeing INSET – Chris Lubbe



My life began in the rural surroundings of Port St Johns, in the eastern Cape of South Africa. At high school, I discovered I had a gift for speaking and led students in protest against the unjust system of ‘apartheid’. This action was to set me on a collision course with the ‘apartheid’ regime, so I spent the rest of life involved in the relentless struggle against discrimination.

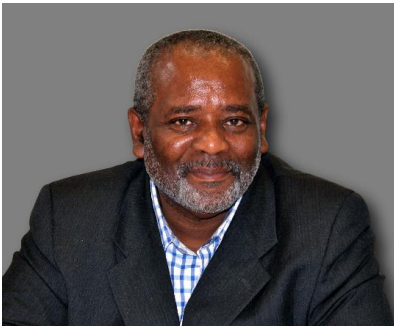
My purpose is to inspire positive change and to help others discover their own purpose. I believe that each of us has an in-built ability to make a positive contribution to the world.

I’ve had the honour of working with some of the greatest world leaders including Nelson Mandela, Desmond Tutu, FW De Klerk and Colin La Foy. I’ve been blessed with two amazing parents, Wilfred and Gladys Lubbe, who taught me about the power of unconditional love and the true meaning of humanity ‘Ubuntu’.

I share my own story and the unique story of South Africa’s’ transition from ‘apartheid’ to a democracy. It’s a story of determination and resilience which is a tribute to the thousands of South Africans who have gave their lives in the pursuit of freedom. The key themes from my message are determination, courage, perseverance, persistence and the power of forgiveness.

January 2021 Staff INSET –

Dr. Ian Phillips, PhD, MA, PgDip IPM, Dip. FE, Cert Ed (IBC)



TYPES OF UNCONSCIOUS BIAS

There are many types of unconscious bias. Here are some of the main biases that can affect workplaces:

Affinity bias - the tendency to 'warm up' to people who are like yourself.

Halo effect - the tendency to think that everything about a person is good simply because you like them.

Perception bias - the tendency to believe one thing about a group of people based on stereotypes and assumptions, making it impossible to be objective about individuals

Confirmation bias - the tendency to seek to confirm your pre-existing ideas and assumptions about a group of people

Group think - the tendency to try too hard to fit into an existing culture, mimicking others and holding back thoughts or opinions, resulting in the loss of identity and lost creativity and innovation

Starting to get the picture? Unconscious bias is extremely harmful in the hiring process.

April 2021 Staff INSET – Professor William 'Lez' Henry (PhD) Brief Profile 2021



Professor William 'Lez' Henry was born in the London borough of Lewisham to Jamaican parents. He is a writer, poet and the British reggae deejay 'Lezlee Lyrix'. He is renowned as a first-class public speaker who has featured in numerous debates and documentaries as well as radio and television current affairs programmes, both nationally and internationally. He is Professor of Criminology and Sociology in the School of Human and Social Sciences at the University of West London (UWL).

Prof Lez is a highly respected lecturer in the areas of criminology, sociology, anthropology, race, education, ethnicity, gender, class, cultural history, Black history, whiteness, youth crime/youth justice and cultural studies. He has designed and delivered training on: 'Equality & Diversity'; 'Unconscious Bias and Micro Aggressions Within the Workplace', for various public and private organisations/institutions. He has designed and delivered work on 'Decolonising the Curriculum', with a focus on 'White privilege', 'Systemic' and 'Institutionalised Racism.'

Review our actions and take responsibility

- Know your impact as leaders
- Role model the behaviour and approach you want to see in others
- Talk openly
- Keep Equality on leadership team / Governors meetings agendas
- Hold ourselves accountable and to make changes

At CTK we work with a range of external organisations in providing education, employment, training opportunities and experiences for both our students and alumni. We strive to ensure that we work with organisations that reflect the diversity of the community we serve including amongst others: Urban Synergy, Barclays, BT, EY, Speakers 4 Schools, The Careers and Enterprise Company and many more.

It links in with our mission statement in that we:

“Build and further develop a partnership with parents, schools, parishes, higher education, employers and the local community.”



Seye Olokode (CTK alumnus) who has helped support many students through our FastTrack Programme also formed our Alumni Leadership Group.



Aiste Adomaityte (CTK alumnus) who frequently supports our students in terms of apprenticeships after gaining one herself as a Data Analyst at HDR via Multiverse.

Trevor Gomes (CTK alumnus) who was inspired by the Barclays Rise Programme created his own programme supported by his employer BT called Elevate.



Michael Lee (CTK alumnus) who has helped support many students through setting up the Barclays Rise Programme with Urban Synergy.

Urban Synergy



Leila Thomas, Managing Director and Founder, created Urban Synergy in 2007. It is an award-winning early intervention mentoring charity that helps young people in the Lewisham area aged between 11-18.

CTK has worked with Urban Synergy from the start and Nigel Williams who volunteers as their IT manager and is a member of their steering group member is also a member our Local Emmanuel Board.

They offer young people and our students many opportunities including:

- Large-scale Role Model Seminars for local schools
- E-Mentoring and Mentoring
- Work Experience in industry
- Opportunities to take part in Skills development programmes such as Barclays Rise and Capgemini

