CENTRE FOR RACE, EDUCATION, & DECOLONIALITY
2022 - 2023
About Us - CreatED

CREATING PROFESSIONAL EXPERTISE IN EDUCATION

CreatED by Carnegie School of Education works with individuals, schools and groups of schools (MATs, LAs, TSAs etc) and other organisations both nationally and internationally, to develop communities of educational practitioners.

We offer online and in-person professional learning opportunities at all stages of careers through:

- Programmes
- Developmental Frameworks
- Workshops
- Masterclasses

We facilitate and encourage professional conversations through:

- Online Communities
- Webinars
- Networks
- Conferences
- Seminars

We offer professional insights and share research and think-pieces through:

- Podcasts
- Blogs
- Research activity

Our main areas of focus stem from our Research and Practice Centres:

- Carnegie Centre of Excellence for Mental Health in Schools
- CollectivED: The Centre for Coaching, Mentoring, Supervision & Professional Learning
- Centre for Race, Education & Decoloniality
- Centre for LGBTQ+ Inclusion in Education

Contact Us

Please email created@leedsbeckett.ac.uk for more information.

Mailing List

Please subscribe to our mailing lists here, if you’d like to be keep up to date, with offers, newsletters and upcoming events for each of our centres.
CENTRE FOR RACE, EDUCATION & DECOLONIALITY

The Centre for Race, Education and Decoloniality aims to challenge everyday racism and structural race inequalities in education through research, evidence-based practice and the professional development of pre-service and in-service teachers nationally and internationally.

Our academic and professional research enables us to understand the experiences of people of colour, including children, young people, teachers, education leaders and community groups.

Through our research we seek to inform education policy change, to decolonise and transform curricula to reflect the contributions and experiences of people of colour, nationally and internationally - in order to prepare all to live, learn and work in a racially and ethnically diverse world.

Do you think 'no problem here' because your school is not ethnically diverse. Please think again. It is your school that probably needs to consider race and education far more closely than schools with ethnically diverse pupil populations. If the children and young people in your school have little to no contact with people of colour are you preparing them well enough to live, learn and work in multi-ethnic Britain? How racially literate are the staff and pupils in your school? Does your curriculum reflect the contributions that people of colour have made to knowledge construction? If you do have a small minority of BAME students in school they may feel isolated. It's important that the school environment and curriculum is supportive.

It is not enough to be non-racist. We have to be actively anti-racist.

Professor Vini Lander
Director of the Centre for Race, Education & Decoloniality

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THE ANTI-RACIST SCHOOL AWARD

This award takes a community approach to developing a culture of anti-racism in your school providing a framework to evidence policies and initiatives for both staff and pupils within the wider school community. Using a professional development framework, schools will evaluate current anti-racist practices, identify gaps, develop and strengthen these and work towards building an anti-racist community for all.

WHAT DOES THE ANTI-RACIST AWARD COVER?
The award covers six key competencies each with a series of statements that schools will work to embed.

• Governance, Leadership and Management
• School Environment
• Professional Learning and Development
• Hidden Curriculum
• Pedagogy & Curriculum
• Parents / Carers and Community Partnerships

WHY ATTAIN THE AWARD?

• Creates a culture of anti-racist education and action in your school, supports the decolonisation of the curriculum, develops staff and students to live in a multicultural society and develops positive relationships with black & global majority parents/carers and those in the community
• Improves race equality within the school and promotes safety and wellbeing for all in the community
• An opportunity for the school to identify its own priorities and areas for development using the framework
• Addresses the needs of all of your community including pupils and staff
• Help increase black & global majority staff recruitment and retention, enables continuity and career progression and leads to attracting high calibre black & global majority staff
• Demonstrates commitment to continue to develop an inclusive community
• Allows specific professional development opportunities for all levels of staff or as part of a whole school team

HOW MUCH DOES THE AWARD COST AND HOW LONG IS IT VALID FOR?
The award costs £495 excluding VAT and lasts for three years, after which you can apply for re-assessment to maintain your level or strive for higher quality standards.

Please contact us CRED@leedsbeckett.ac.uk for more information on the process for gaining the award and what our quality mark accreditation includes.

WHICH SETTINGS DOES THE AWARD FRAMEWORK SUPPORT?
The Anti-Racist School Award, covers all settings including Primary, Secondary, Independent, SEND, SEMH & AP. We also have worked in collaboration with MATs.

DO YOU BELIEVE BLACK LIVES MATTER?

START THE TRANSFORMATION NOW.

BOOK NOW
LET'S TALK ABOUT RACE

Let's Talk About Race is an introductory presentation to race and racism in organisations such as education and health. The presentation defines and examines the terminology, delineates different forms of racism, providing definitions and developing audience understandings about these forms.

The session led by Professor Vini Lander looks at the representation of people of colour within organisations and explains why representation is only one step to developing equity.

The session broadly covers theory, research and recurring themes related to race and racism within different organisations and actions which can be taken to transform organisational practices to counter racism. The presentation encourages personal and institutional reflection. "It is about thinking outside the box and not just ticking a box. Equality is always work in progress." (Vini Lander)

"The "Let's Talk About Race" session should be booked by every school if we are really going to make this world a fairer place. The thing I appreciated most about the two hours was Vini's clear academic content, woven in with real life examples of racism and its impact on people. The knowledge empowers people to understand the need for anti-racism work and the real life examples encourage dialogue - a sharing of experiences and opinions. The perfect springboard for creating a more equitable organisation."

Zoe Mawson, Headteacher
Beckfoot Heaton Primary School

Who can apply?
Any organisation that works in the education sector

Duration:
Live online facilitation (120 minutes) including Q&A with Professor Vini Lander

Start dates and locations:
TBC

Cost:
Live Delivery with Q&A- £450
High quality recording - £150

How to book:
Please email CRED@leedsbeckett.ac.uk answering the following questions:
• What would you like the session to cover?
• Who is it for - who is in the audience?
• How long do you want the session to be?
• What impact would you want to achieve by engaging in the session?

The recorded version can be purchased from our online store and is made available for up to 5 working days.

PROFESSOR VINI LANDER
DIRECTOR CENTRE FOR RACE, EDUCATION & DECOLONOIALITY

Vini Lander is Professor of Race and Education and Director of the Centre for Race, Education and Decoloniality in the Carnegie School of Education. Vini’s research focuses on race, ethnicity and education. She uses critical race theory as a theoretical framework to examine ‘race’ inequalities in education, specifically in teacher education.

The persistence of educational inequality from early years to higher education has spurred Vini to educate teachers to think beyond the status quo, which may perpetuate these inequalities. Teachers make a valuable contribution and deserve better preparation to teach in a racially diverse society. This has led to her inspirational teaching and in 2014, Professor Lander was awarded a National Teaching Fellowship by the Higher Education Academy (Advance HE). Vini challenges students to think differently, supporting them to find ways to act to make a difference in their schools and classrooms.

Professor Lander’s research publications focus primarily on race and teacher education examining not only teachers’ attitudes to race but also the lived experiences of teacher educators of colour in the UK and Australia. She has been commissioned by schools undertaking research on the rise of racism and the Race Equality Foundation to undertake a literature review related to the impact of Covid on the educational progress of racialised and minoritised students.

RESEARCH INTERESTS

Vini has led research on the policy to promote fundamental British values in English schools and initial teacher education. Her work on the impact of the mandate to promote fundamental British values in schools extends her work in the field of race and gender. She worked with a number of schools in the North West to investigate young people’s conceptions of Britishness and their sense of belonging through the use of participatory research methods.

This research aimed to impact on education policy and the teaching of fundamental British values in schools in order to engender a sense of belonging for all children.

As Director of the Centre for Race, Education and Decoloniality (CRED), which is a research and practice centre, Professor Lander has delivered professional development for over 100 institutions including schools Multi-Academy Trusts, the NHS, medical educators, EHRC and many others. She has provided consultancy for prestigious organisations supporting their ambitions and plans to become anti-racist establishments. Recently, in collaboration with Professor Heather Smith, at Newcastle University she completed research on the provision of anti-racist pedagogy in initial teacher education and training (ITE/T) which led to the writing of the anti-racism framework for ITE/T. Please see link on CRED website. (add link here too)

Professor Lander is the lead for the Universities Council for the Education of Teachers sub-group on Equalities. She is also a member of the Leeds Learning Alliance Equality, Diversity and Inclusion Committee. Professor Lander is a member of the British Educational Research Association (BERA) and is a member of the BERA College of Reviewers.

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(MA) RACE, EDUCATION & DECOLONIAL THOUGHT

Whether the discussion centres on racial inequality, political developments or the Black Lives Matter movement, issues relating to race, racism and decoloniality are more important than ever. This qualification, the first of its kind in the country, aims to raise awareness of these matters within many professional occupations.

As part of this course, you’ll:

- Deepen your understanding of the contemporary discourse on race, racism and decoloniality globally
- Draw on theory and practice from the Global South and Global North to analyse what race, racism and decoloniality mean within these contexts
- Study race, identity and culture within the Black Atlantic diaspora and the impact of Black philosophies and movements
- Explore contemporary theoretical debates around critical whiteness studies and critical ethnic studies
- Select option modules to tailor your learning to your academic interests or chosen career

Why study Race, Education and Decolonial Thought at Leeds Beckett University

- Flexible learning with full-time, part-time and distance learning study options
- Professionally experienced teaching team
- Access to research expertise within the Centre for Race, Education & Decoloniality
- Dedicated pastoral care team
- Strong and meaningful partnerships with schools and community organisations
- Distinctive and creative programmes that are responsive to changes taking place in society

"This is an amazing course that combines critical thinking, challenging content and superb teaching. I have learnt so much on the course and know it will shape my work in education for years to come."

Fred Oxby, Teacher

ENTRY REQUIREMENTS

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RACE EQUALITY FOR GOVERNORS

Creating and assigning link governor roles to individual members of a governing body is an effective way to ensure governance remains strategic and focussed on key issues.

The development of a link governor for antiracism demonstrates the governing board and trust board’s commitment to supporting race equity for staff, pupils and the wider community. Following on from the Let’s Talk About Race session, this session will challenge governors and trustees to think about how they move from compliance to commitment with regards antiracism.

This interactive session will cover:

- Setting the scene: compliance with the equality duty for schools
- Moving towards commitment: where might racism and discrimination dwell within your school and trust?
- Monitoring, accountability and challenge - the role and responsibilities of the link governor and the governing board
- Attendees will also receive a downloadable handbook on Anti-Racism for Governors containing, terminology, policy, and resource links

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Who can apply?
Any member of a school or MAT governing body.
(Governors, Trustees, Headteacher/Principals)

Duration:
Live online facilitation (90 minutes)

Start dates and locations:
Online - 09/05/2023 (4-5.30pm)

Cost:
£50 per person.

How to book:
To register please complete the form here
For a group session or face to face delivery Please contact cred@leedsbeckett.ac.uk

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**Racial Literacy Workshop for Schools and their Governing Bodies**

- Define Racial Literacy: Study a framework that identifies milestones on the journey to becoming racially literate. Able to explain the concept of Racial Literacy, understand key terminology and begin to develop a shared language across the MAT.
- Explore Cultures: Understand how unconscious & conscious biases/stereotypes impact on how we think and talk about issues of race. (Colourism, Cultural Appropriation vs. Appreciation, Educators’ expectations of model minorities, Clarity of national minorities).
- Intent versus Impact: Appreciate the impact and effect of our words and actions as educators. Gain the confidence and vocabulary to Call-out/Call-in. What do we allow peers, parents, and students to say? (Microaggressions, Micro-insults, Microinvalidations).

**Who can apply?**
Governors, Senior and middle leaders, Teachers, Support staff

**Duration:**
Live online facilitation (120 minutes) for in person-delivery for your setting please email cred@leedsbeckett.ac.uk

**Start dates and locations:**
TBC

**Cost:**
£125 per person

**How to book:**
Please contact cred@leedsbeckett.ac.uk

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**How to Have Conversations about Race**

Using a coaching approach, the sessions would focus on exploring conversations about and developing reflexivity about race. They will specifically explore:

- How to manage comfort zones when talking about race
- Different theories on why talking about race can be challenging
- How racial literacy can support language use
- Strategies to open up conversations about race
- Space to reflect on biases, privilege and how we all come to conversations about race with different lived experiences
- How to manage legacies of racism and understand whiteness in conversations about race

**Who can apply?**
Governors, Senior and middle leaders, Teachers, Support staff

**Duration:**
Live online facilitation (90 minutes) for in person-delivery for your setting please email cred@leedsbeckett.ac.uk

**Start dates and locations:**
Online - 10/05/2023 (4-5.30pm)

**Cost:**
£100 per person

**How to book:**
To register please complete the form [here](#)
For a group session or face to face delivery please contact cred@leedsbeckett.ac.uk
Who can apply?
Senior Leaders with a strategic responsibility for Equality, diversity and inclusion

Duration:
Online with x5 ‘Live’ facilitated sessions (spread over a 8 month period) with moderated professional development record, private online forum and resources and two coaching or mentoring sessions.

Start dates and locations:
Spring Term 2023 - All sessions online, (3.45 - 5.15pm)
Session 1: Introduction - Tues 31st Jan 2023
Session 2: Leadership, governance and professional development - 14th March 2023
Session 3: School environment and Parents, carers, school community - 25th April 2023
Session 4: Session four: Pedagogy & curriculum and Hidden curriculum - 23rd May 2023
Session 5: Session five: Show and tell, celebrate, next steps - 13th June 2023

Cost:
£850 per person

How to book:
To register please complete the form here

In order for anti-racism to be embedded in a sustainable and at a whole school level there is a need for a dedicated member of staff to lead the work. This innovative programme is for those schools willing to lead the anti-racist agenda by contributing to the national debate on this important topic.

You will explore what effective anti-racist policy and practice looks like and the steps needed to ensure effective implementation, impact and review. You will share good practice with other anti-racist school leads and undertake an audit of your school to identify highlights and challenges within your school and use this to create a targeted anti-racism plan.

On completion of the programme you will have grown your capacity and confidence for anti-racism strategies. You will have developed a deep understanding of how to effect change in your school and the implementation of effective support strategies.

Why would you wish to complete the programme?

• To develop strategies to implement anti-racist approaches in education settings
• To understand best practice in anti-racist work
• To reflect on your own race identity and how to develop a healthy anti-racist approaches to institutional racism
• To develop leaders' knowledge of racial literacy
• To help participants achieve the anti-racist schools award

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