

Change@CCHS4G

Spring Update

Following on from our updates in the Autumn Term, I would like to provide you with another update on the new work that we have carried out with our change@CCHS4G initiative. As the global pandemic reached its second peak during the latter weeks of 2020 and into the early months of 2021, the country found itself once again in lockdown. As a School we have rallied, as always, and with a huge amount of commitment, care and creativity, our community spirit shone through. We will shortly be reopening our campus to all of our students and staff.

Since our last update, the Minister for Equalities, Kemi Badenoch has published two quarterly reports to the Prime Minister on the COVID-19 disparities experienced by individuals from ethnic minority backgrounds. Although the reports themselves centre on health, the prevailing message can be applied to our own endeavours: "Capturing the lived experience of affected communities to inform change, is imperative,"

As we are well into the Spring Term, I thought it timely to revisit some of the pledges we made and continue to work towards with the help of our framework and the four pillars:

<p>1. Leadership & Management</p> <ul style="list-style-type: none">• Policy review• Governor appointment• Recruitment• Anti-racism Charter/Declaration• Method of reporting	<p>2. Curriculum</p> <ul style="list-style-type: none">• Curriculum reform• Library resources• Extra-curricular incl. Enrichment Days• PSHE reform
<p>3. Teaching & Learning</p> <ul style="list-style-type: none">• Staff training• External speakers• Learning environment	<p>4. Pastoral</p> <ul style="list-style-type: none">• Committee incl. Prefect role (Consisting of: Students, Staff, Parents, Governing Body)• Primary outreach• Peer-led workshops• Assemblies• PSHE provision

Leadership & Management

The School has undertaken an evaluation of its Equality & Diversity in Employment Policy and General Equality Policy and we have written a new Equalities Policy, which can be found [HERE](#).

The Equalities Policy includes a clear framework for responding to and reporting incidents, and has the unanimous backing of our School Governing Body, who are fully committed and supportive of our change@cchs project.

Curriculum

Curriculum Reform in English

In English, the following changes have been made to the curriculum:

In Year 7: The Department has reinstated *Noughts and Crosses*, by Malorie Blackman as a Summer Term novel reader - a novel which deals directly with racial identity and racial inequality and privilege.

In Year 8: The Department has devised a new unit called *Many Voices*, which is taught at the beginning of the year. Mrs Watt and Mr Copper have curated a new poetry booklet featuring works by BAME writers to be studied within the context of racial and cultural identity, both globally and within Britain. This selection of poems includes works from Maya Angelou, who has recently been announced as a House figurehead, and the GCSE poem Checkin out me history by John Agard which deals explicitly with the decolonisation of the UK curriculum.

In Year 9: The Department has included the stories of non-white soldiers in their new First World War poetry unit and developed the contextual discussion around the study of *Of Mice and Men*.

The Department recently provided an enrichment lecture by Dr Terri Ochiagha, from RHUL, on postcolonial theory, Achebe and Conrad, which was well attended and in the summer months, School Prefects publish the BLM-themed edition of the *Eyrehead*.

Mr Carter and Mr Copper will shortly attend 'anti-racist Shakespeare', a training session facilitated by The Globe to support the teaching of *Othello*.

Library Resources

Mrs Martin and the Library Prefects have worked on collating educational reading material and producing Newsletter articles to raise awareness. Students are able to access the School Library's Black Lives Matter Reading List [HERE](#).

Teaching & Learning

We have continued to work with Equality and Diversity UK to put together further training materials for staff. They have provided us with a CCHS Equality and Diversity calendar, which helps raise awareness of celebrations from across many faiths and religious beliefs, as well as drawing our attention to global and national awareness days. A copy of the calendar can be found [HERE](#).

Pastoral

In November of last year, I was privileged to receive many applications applying for the positions of Change & Diversity Prefects, from both Year 12 and Year 10 students. I was not at all surprised by the vision and passion that came through, but I was completely

overwhelmed by their selflessness. Everything written was about wanting to improve things for others, I am delighted to introduce our Year 12 Change & Diversity Prefects:

Anoushka, Serena, Elicora, Simran, and Tanitoluwa

And our Year 10 Change & Diversity Prefects:

Lola, Zara, Akshada, Mehar, Stephanie, Rhythm, Martha, Asmaa, Sithuli, Nia, Pavan and Thamara.

Together we are collating educational resources for our website. This will include reading lists suitable for different key stages, with each book having a short synopsis and recommendation. Our Year 10 Prefects will be leading on this, as well as putting together video links to inspirational speeches, and film reviews, and details on our upcoming CCHS lecture series.

Each half-term our Prefects will be putting together a presentation to their peers on issues that matter. This month, the Year 12 prefects are delivering a presentation to their peers on the use of pronouns and in celebration of International Women's Day, opening up a conversation about intersectional feminism.

In the next update, I will bring you the winning entry in our Year 12 Prefect's short story competition about an influential woman or women that has inspired.

Finally, with the help of Mrs Gross and her wonderful design skills we have our very own change@CCHS logo that signifies 'hands up for change'.



**Thank you,
Mrs Emma Ledwidge
Deputy Headteacher and Change Project Leader**