

Workshop Catalogue
Institute for Educational & Social Equity



**Institute for
Educational &
Social Equity**

(formerly Educational Equity Services)

Workshop Catalogue



This catalogue lists the workshops available, timings and costs. Unless otherwise agreed, all workshops will be delivered online

Workshop 1: Understanding BAME Staff Progression in England - Workshop

This workshop is suitable for anyone interested in the recruitment, development, retention and progression of BAME staff within and outside education. It examines (i) barriers to progression and (ii) enablers to progression/ conditions under which BAME staff progress in their careers.

Material: The papers “BAME Teacher Progression in England: Towards a Conceptual Model” and “Race discrimination, cultural inequality, and the politics of knowledge in England” will be provided to participants free of charge.

Duration: 90 minutes.

Workshop 2: Tackling race inequality in BAME staffing: the role of leaders and governors - Workshop

This workshop is suitable for leaders, governors, HR managers and anyone interested in gaining an insight into strategies used by leaders in tackling race inequality in staffing. It will (i) provide case studies of leaders creating organisational equity, and (ii) suggest ways organisational leaders can tackle/ approach tackling inequality in BAME staffing. The focus of the workshop will be on the actions taken and associated outcomes and impacts.

Material: The paper “Tackling’ race inequality in school leadership: Positive actions in BAME teacher progression – evidence from three English schools” and “Race in/equality and school leadership: what can school leaders and governors do?” will be provided to participants free of charge.

Duration: 90 minutes.

Workshop 3: Leading organisational change in equity issues – Workshop

This workshop considers the unique nature of organisations and individual and organisational barriers to change. It provides (i) case studies of leaders working to create more equitable organisations/ institutions, and it (ii) and examines in detail, the kinds of leadership strategies and approaches used in leading organisational change for equity. The focus of this workshop is on the character of leadership, and the strategies and approaches used by leaders in confronting organisational barriers and leading change.

The paper “Tackling’ race inequality in school leadership: Positive actions in BAME teacher progression – evidence from three English schools” will be provided to participants free of charge. **Duration: 90 minutes.**

4. Let's talk about race: developing a shared language and practice – Workshop

This workshop is designed to support staff (and students) in their journey to Anti-racism. It (i) provides a space for difficult conversations about race/ racism and its effects on individuals, (ii) reflects on racism in education and other sections of society, and it (iii) provides opportunities to explore and develop a 'race conscious' and race inclusive language for practice.

Duration: 90 minutes.

Material: Participants will receive the slides for this session.

Notes:

1. This workshop is one of three workshops which comes under the ILM accredited CPD provision.

5. Diversifying, decolonising and inclusivising the curriculum – Workshop

This workshop supports learning leaders/ subject leaders/ programme leaders in understanding conceptual differences in terms of what a diverse, decolonised and inclusive curriculum means. It considers a number of philosophical and practical questions concerning the Inclusive Curriculum Framework as both a tool as process for improving teaching and learning. The three principles and six elements of the Inclusive Curriculum Framework are also covered.

Duration: 90 minutes.

Notes:

1. This workshop can be offered as a one-off as part of a package of ongoing institutional support.

2. By arrangement, this workshop can be delivered as an INSET to an organisation's staff

3. Separate sessions also available for Governors and SLT.

Material: Participants will receive the slides for this session.

6. Tackling unconscious bias in staff recruitment & progression – Workshop

This workshop explores (i) the meaning of ‘unconscious bias’, (ii) provides examples of different types of biases and how these can impact recruitment, progression and disciplinary decisions, and (iii) suggest actions leaders/ managers can take to mitigate the degree to which bias influences decisions for BAME and other minoritised groups of staff and students.

Duration: 90 minutes

Notes:

1. This workshop can be offered as a one-off as part of a package of ongoing institutional support.
2. By arrangement, this workshop can be delivered as an INSET to an organisation’s staff
3. Separate sessions also available for Governors and SLT.

Material: Participants will receive the slides for this session.

7. Unconscious Bias in Teaching & Learning

Unconscious Bias has become a key area of focus in organisational behaviour and practice within the last decade. This, because, there is recognition that people have biases which they take with them into their work, and which, as a result, could have damaging and/or limiting impacts on individuals. This workshop is arranged in three parts. First, an examination of the concept of Unconscious Bias. Second, it presents and discusses different types of bias. Third, it presents research/ case study evidence on biasing behaviours in teaching and learning/ classroom practice and how these potentially impact outcomes for students. There are opportunities throughout the session for discussions and Q&A.

Duration: 90 minutes

Material: Participants will receive the slides for this session.

8. Cultural Competence

This session examines the notion of “cultural competence” and how understanding and deploying culturally responsive pedagogy can result in more equitable practices (among staff) and outcomes (for learners). It discusses issues to do with valuing cultural diversity, cultural identity and cultural artefacts as part of everyday teaching & learning. Furthermore, it proposes that “cultural competence” is both an individual and the organisational responsibility – which is linked to the “Triple Activism” approach to education and social justice.

Duration: 60 minutes

Material: Participants will receive the slides for this session.

Note: Separate sessions available on: cultural competence in teaching & learning, and for leaders/ leadership.

8. Tackling educational inequity among students: a ‘Triple Activism’ approach

This workshop takes an in-depth look at Non-traditional students and their experiences and outcomes in higher education: access, success, attainment and progression. Where possible, the session is closely linked to data from an institution’s “Access and Participation Plan”. The session examines Miller’s Triple Activism model of educational activism: pedagogic activism, regulatory activism and emancipatory activism.

Duration: 90 minutes

Material: In addition to the slides for this session, participants will also receive the paper “**Social Justice Work as Activism: The Work of Education Professionals in England and Jamaica**” free of charge.

Notes:

This presentation is particularly suited for those with responsibility for Teaching & Learning, those on “Teaching contracts” and anyone with a particular interest in leading or supporting learning.

9. Anti-racist Pedagogy **New- from September 2021**

This module defines Antiracist Pedagogy and establishes it within the sociological framework of Critical Theory. Antiracist Pedagogy is a paradigm located within Critical Theory utilised to explain and counteract the persistence and impact of racism. Participants will examine the need for Antiracist Pedagogy within the school curriculum as well as the necessary professional development required to implement Antiracist Pedagogy effectively. It will challenge and encourage participants to be aware of their social position, but more importantly, to begin and continue critical self-reflection to effectively implement anti-racist curriculum development and teaching.

10. Facilitated conversations (Coaching)

These can be arranged as needed.

11. Social Justice Leadership – New from Sept 2022

At a minimum, social justice is about fairness. Social Justice Leadership therefore is concerned with leaders delivering and insisting upon fairness to all members of their school community through systems, policies and processes, the end result of which will likely be a greater sense of belonging and engagement among members.

The proposed content and structure for this module is:

- Definitions and concepts: Understanding Social Justice & Social Justice Leadership
- Characteristics: The seven characteristics of Social Justice Leadership
- Case studies: Social Justice Leadership: examples from global practice and contexts
- Audit: Self and institutional audit against the seven characteristics
- Triple activism: Regulatory, Pedagogic and Emancipatory activism as a framework for Social Justice Leadership

Duration: 3 hours

12. Intercultural Communications – New from September 2022

Many organisations experience disruptions and conflicts due to lack of understanding or cultural awareness of team members/ staff/ clients, etc. This workshop has parts:

- What is cross cultural communication?
- Why is cross-cultural communication important?
- Obstacles to effective cross-cultural communication
- How to improve cross-cultural communication in the workplace? Tips to encourage cross-cultural communication in the workplace

Duration: 90 minutes

Thank you for choosing IESE.