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Type date in full ie 1 February 2011Date: 5 March 2021 Email: chris.snudden@norfolk.gov.uk

Dear Colleagues

As you may know, the Local Authority has been undertaking a range of work reviewing and delivering actions in relation to our work on prejudice related practice and more specifically our work in respect of anti-racism.

I know that this will be mirrored by your own work in your school developed in response to national and international events and tailored to your own school community.

I am keen to share with you our future plans and to invite your continued partnership in respect of this important agenda.

At the end of each academic year, we ask you to share high level information about the number of prejudice related incidents within your setting to ensure that any work we do is informed by the information you give to us. This is an important factor which guides us in shaping our offer of training and support and shaping our plans.

In the annual return 19/20, 92 schools submitted a response. 188 incidents related to race and ethnicity; this represents 59.7% of all reported incidents. Further analysis shows that most incidents related to use of language with 67 relating to discriminatory language, 48 verbal abuse and 49 jokes and insults. It is interesting to note that only 3 reports related to cyber/social media incidents. The pattern was reflected across other categories and incidents related to sexual orientation was the next highest reported group (92 reports, 29% of incidents)

I am now writing to share with you our plans for further work in the coming year. I know that for this to be successful, it is important we work in partnership and one of our first actions will be to develop a small team who will have an essential role in ensuring we are delivering on our plans. Alice Ndiaye will coordinate this group which will include representatives from schools, the LA and other partners and also be reflective of the wider Norfolk community. Mindful of the pressures, we will plan meetings carefully to ensure they are manageable within existing work commitments

We will be sharing a range of resources and opportunities, including signposting to those that are already well established in Norfolk and inviting Norfolk Schools and Settings to sign up to a ‘pledge for action’ to address those issues which you tell us, and which the analysis shows us, are the most pressing. For example, this will include a focus on language, informed by the analysis outlined above but will extend to cover broader themes. This will build on the commitment many you have already signed up to in response to the ‘open letter’ which was published in the EDP

Our longer-term aim is to refresh the ‘equalities charter mark’, either using the model already available or working with you to develop a new model which is informed by our local community, but which acknowledges the wider, national issues. To support this work, we intend to look beyond Norfolk to establish collaborative partnerships where work is also already underway.

I appreciate you may want some immediate information about available resources available and you will find some links at the end of this letter.

This work will draw together the activity happening within the LA in terms of our own systems and processes and I am pleased that our outward facing plans will complement those already in progress and look forward to our continued partnership in respect of this essential area of work

Yours sincerely



**Chris Snudden**

**Director of Learning and Inclusion, Children’s Services**

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