

Our Trust, its Board and its family of schools has been engaged in thought and discussion about the renewed prominence of the Black Lives Matter movement following the death of George Floyd in Minneapolis.

Our schools are spread across seven English local authority areas of very different populations with divergent voting traditions in general elections. Three of our schools are virtually mono-ethnic. Another three have very international student bodies. Our headquarters is based in a borough where 73% of the school age population is black. We are a mixed family with a global outlook because we want our students to be global citizens here in the UK and wherever their futures may take them.

Recent news reminds us painfully that we have a long way still to travel. No community, no school is free of racism, even if it has advanced far enough to be confined to unconscious bias, more sharply defined as 'soft' racism.

We will re-examine our curriculum and extra-curriculum to make sure even more space is given to a full exploration of these and all equalities issues. We will make sure our young people have ample and varied opportunities and platforms to form, refine and air their views and to have those views challenged. In 2018 our Trust-wide theme was Protest and next year it is Re-imagining Community. What better time to convert protest into taking the lead and acting together to move our community further and faster towards true diversity.

We will continue to

- listen to our communities
- consult to drive change
- equip our pupils even better with the knowledge they need to understand and address complex social issues
- use our annual theme to make real progress
- make explicit mention of equalities in our Great descriptors which are used by all schools
- further encourage a range of speakers and performers to provoke thought and debate
- ensure our recruitment process is underpinned by more sophisticated training in conscious and unconscious bias.

As we were on the day we established GST at the start of 2012, we are categorical that we will not tolerate racism and the role that schools can play in dismantling systemic inequalities is a driving force for our family of schools.

If you want to have your say

- speak to your Head
- write to your Head
- write to me [blm@griffinschoolstrust.org](mailto:blm@griffinschoolstrust.org)

Anne Powell  
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