

12<sup>th</sup> June 2020

### Governing Board Statement

**Racism whether subtle, individualised or institutionalised is unacceptable. It is everybody's responsibility to challenge it safely and report it. Silence will not affect change.**

Parents / Carers and Staff,

The unlawful killing of George Floyd has been highly distressing and has not only shocked the world but also opened its eyes to the various forms of racism whether it has been subtle, individualised or institutionalised within our society. The COVID-19 pandemic has already devastated the BAME community and this has compounded the issue even further.

The staff within Kintore Way and The Grove Nursery Schools have shown continued dedication and resilience during the COVID-19 pandemic and this has been highly appreciated by the Governing Body. Now, however we need to turn ourselves towards the ugly head of racism, to this effect staff and the Senior Management Team are discussing and reviewing how to support parents, children and each other regarding this matter. This can be through discussions, listening to each other, reading materials and willingness to affect change and strengthen not just ourselves but our community as a whole too. Regardless of our differences, our strength lies in our willingness to affect change.

We are concerned about the well-being of our children, families, and staff and understand the anxiety surrounding the recent events in America and the COVID-19 pandemic and the effect it has had on our BAME community. Should you have any concerns that need discussion or clarity, then please do not hesitate to get in contact with the Senior Leadership Team so that we can strengthen areas that may be ambiguous and have those discussions.

Children are also listening and perhaps asking questions as to what is going on in the world, so having those discussions too are important, to this end, there is a link with suggestions ideas and reading material below:

[https://www.embracerace.org/resources/26-childrens-books-to-support-conversations-on-race-racism-resistance?fbclid=IwAR3G39Ikh2D2msVekzGnCRPusqVw-hqcr8ak26RseCoher7y\\_sp8YwBHRa0](https://www.embracerace.org/resources/26-childrens-books-to-support-conversations-on-race-racism-resistance?fbclid=IwAR3G39Ikh2D2msVekzGnCRPusqVw-hqcr8ak26RseCoher7y_sp8YwBHRa0)

[https://www.prettygooddesign.org/blog/Blog%20Post%20Title%20One-5new4?fbclid=IwAR0alAnPAPCI0yOx7rervcFXYnVJ9qvkAhsVhN4IGJ4cH\\_KkazIIRReUcol](https://www.prettygooddesign.org/blog/Blog%20Post%20Title%20One-5new4?fbclid=IwAR0alAnPAPCI0yOx7rervcFXYnVJ9qvkAhsVhN4IGJ4cH_KkazIIRReUcol)

Best regards



Teresa Ali  
Chair of Governors