**APPENDIX 1: Sample Head Teacher Letter**

Dear xxx

Events in the last couple of weeks, such as the murder of George Floyd and Black Lives Matter demonstrations, have caused a heightened focus and interest in the topic of the anti-racism across the world and in the UK. These events have refreshed enthusiasm for change and in Haringey, 130 people joined a local NEU Zoom meeting to discuss the anti-racist curriculum. We believe it is necessary to take this opportunity to provoke meaningful change now in the institutions in which we teach and work. To this end we are calling you and our school community to work together in examining our practices and policies. In order to identify and address any areas of institutional racism within our school community, we call upon school leadership to conduct a BAME audit at xxx to review all aspects of school life.

These should include but not be restricted to:

* Leadership and school culture
* Tracking and interventions
* Pupil and staff personal development
* Pupil and staff participation
* The curriculum
* Teaching and learning resources
* Parental engagement
* School’s relationship with wider community and commitment to equality beyond school life

We suggest that with the results of the audit a school-based task force (which should include BAME staff and, if possible, BAME students) than can be created to monitor the school’s commitment to and implementation of policies that tackle the identified issues. An action plan should be shared with the Board of Governors and all staff and reporting of the action plan should be regular and transparent.

We hope that you share our passion and commitment on this matter and we look forward to working together on this,

xxx