

Kendrick School

Staff Inset

6th January 2025

**Hemisphere Education
Racial Literacy Training**



Kendrick School

What is Hemisphere?

- Hemisphere is a brain training platform that disrupts bias and improves racial literacy in schools.
- It has been developed by Rare, award winning experts on race equity in education and employment.
- Initially aimed at corporate clients, universities and then extended to schools.





Kendrick School

Why are we doing this training?

- Hemisphere programme introduced at the GSHA Headteacher Conference in June 2024
- Never focused specifically on racial literacy training for all staff
- Part of our inclusion aims, safeguarding and personal development work and matches our vision and values
- Supports students staff relationships
- Empowers students
- Certain issues arising in school amongst students
- Relevant and important training for all



Cont.,

- Summer riots in Southport and racial tensions across the country related to migrant issues
- It fits with our inclusion strategies and should enable us to:
 - Identify and disrupt racial bias
 - Recognise the links between belonging, wellbeing and outcomes
 - Build a set of practical actions to change individual practice and inform school wide strategy.
- The training is completed by everyone – all staff, trustees and students



Why Racial Literacy Training?

- Everyone has gaps in their knowledge
- 85% of teachers say they have not had training to help them understand the biases that impact Black students
- Identifying and increasing knowledge gives greater strength to our purpose
- Focus on Black and mixed Black heritage students in first wave of training, then South Asian students, then Chinese students
- Learning will apply to other areas of discrimination and improve relationships.



What Does Bias Sound Like in School?

- Biases are natural, we all have them, they come from who we are, where we come from, where we live, have been brought up
 - My experience as a child of an immigrant family
 - Name – (funny name!), Language, traditions, culture and religion
 - Applying for jobs
 - Wow you are a Headteacher!
- My lack of knowledge and errors towards others
- Unconscious bias video made in 2015 by [The Royal Society Unconscious Bias](#)



How will Hemisphere help?

- Personal growth and development – opportunity in private to reflect on where bias may show up in our own teaching practice or role to build our own racial literacy
- Confidence – by improving knowledge it increases confidence to have conversations with each other, with students, to empower us all and be a truly inclusive school.
- Individual responsibility
- Behaviour and culture aims – contribute to our school's wider behaviour and culture aims by empowering all staff to contribute to the school wide changes it will inform.



How will Hemisphere Help Us?

- Impact as reported by 1500 users
 - 85% covered topics not taught in other training or CPD
 - 87% said they better understand black children's school experience
 - 90% will make one or more changes to their practice
 - 100% white students felt unable to discuss experiences of race or racism openly or honestly at school
 - Racial literacy training helps everyone and empowers everyone regardless of background identity to be more confident in interactions
 - Supports children to feel they belong
 - Enable our students to be inclusive individual who can positively impact their communities



How to do Hemisphere Effectively

- Complete on your own, in private. Will take about 90mins
- Three modules: Black, South Asian, Chinese
- Timeline will be set out for completion of modules, plus whole staff/departmental/individual reflection time
- All answers are private unless you choose to share
- Important to reflect on training as you do it
- After each module you will receive an email with Actions you have chosen. You will also receive a certificate.
- You will be asked to give feedback



Follow up Actions

Discussions and Reflections –

- Personal reflections to share?
- Discussions as and how people wish these to be?
- What one thing will you do differently?
- What one thing would you like your department to do differently?
- What one thing would you like our school to do differently?



Whole School Actions

- Review report and data from the training which will be bench marked against other schools
- Identify school's top actions
- Staff voice
- Student voice
- Be part of Inset Day training for next 2-3 years

Goal: making racial equity a priority for everyone and embedding it into departmental and whole school development plans.



Next Steps

- Timeline:
 - Staff and students to complete first module by end of Term 4
 - Second module by end of Term 6
- PowerPoint sent to all staff with additional data and timeline
- Please talk to CK or any member of SLT if you have questions
- Link to a form to ask any question/concerns - these can be anonymous if preferred.
- Any questions?



Kendrick School Ethnicity January 2025

