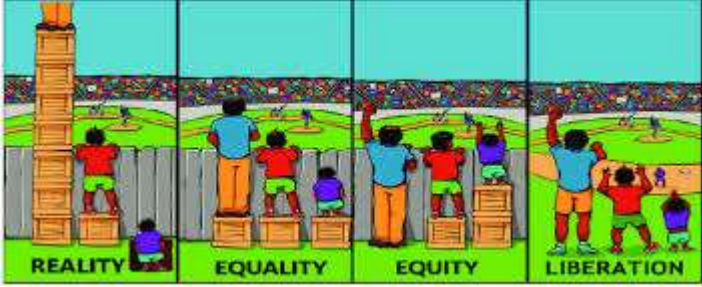




Grand Avenue Primary School

Racial Justice – Shared Language

Allyship	The act of recognising your position of privilege and working in solidarity with oppressed groups in their battle for Justice.
Anti-racist & Non-racist	A non-racist will not mistreat others based on their race or skin colour but might not see the societal advantage they may have. They may claim that they 'don't see colour' and do very little to actively change inequality. Whereas, anti-racist behaviour encompasses actively opposing racism by advocating for political, economic and social changes. An anti-racist actively expresses ideas that racial groups are recognised, equal and none need developing more than another. They will strive to make a difference
Asylum Seeker & Refugee	A person who is outside their own country (either unable or unwilling to return due to a well-founded fear of being persecuted due to one of the protected characteristics) is known as an asylum seeker until they have found a country of safety. They are then classified as a refugee once their claim has been evaluated and granted.
Black, Asian and Global Majority (formerly BAME)	Black, Asian and Global Majority (Black, Asian and Minority Ethnic) Used by some to describe those who do not identify as white. This term has many limitations due to its amalgamation of a vastly diverse range of people. The use of this term can be seen to reinforce racial inequality by maintaining white ethnic identity as privileged. It is suggested to avoid using this term and refer to specific heritages instead e.g. South Asian.
Bias	A strong feeling towards a group of people, often not based on fair judgement. The term unconscious bias suggests assumptions (in relation to prejudices and social stereotypes) are held outside our conscious awareness and control. Because of this, the term is now being used less as it denies taking responsibility for our own thoughts and actions.
Black	Used to specifically refer to those of African or Caribbean heritage - use contested by some so to be used with care, depending on the context and opinions of those involved.
Decolonisation of the curriculum	Rethinking, reframing and reconstructing the knowledge taught, both implicitly and explicitly. The journey of transforming education so that those who are marginalised are represented through the experiences, values and knowledge taught.
Discrimination	The unjust act of treating someone unfavourably on the basis of race, gender, age, religion or sexual orientation, as well as other categories listed as protected characteristics.
Diversity	Diversity includes all ways people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognises everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender - the groups that most often come to mind when the term "diversity" is used - but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.
Dual heritage	An inclusive way of describing someone whose parents are from different ethnic or cultural backgrounds. Mixed heritage, bi-, tri- and multi- racial are terms you may hear used for this purpose too.

<p>Equity, Equality & Justice</p>	<p>Equity is defined as, 'the state, quality or ideal of being just, impartial and fair.' Equity involves trying to understand and provide people with what they individually need to enjoy full, healthy lives - a solution for addressing imbalance. Equality, in contrast, aims to provide everyone, regardless of circumstance, the same things in order to enjoy full, healthy lives. This can only work if everyone starts from the same place and requires the same things. Justice, however, involves the active removal of barriers to allow for long-term, sustainable and equitable access for future generations.</p> 
<p>Heritage</p>	<p>A term more preferable to 'background' as this includes those who were born in a different country to that of their parents or ancestors.</p>
<p>Islamophobia</p>	<p>Hostility towards Muslims which can manifest itself in many ways through society</p>
<p>Multicultural competency</p>	<p>A process of learning about, and becoming allies with, people from other cultures, thereby broadening our own understanding. Actively respecting the ways others live and showing an openness to learn from them.</p>
<p>Oppression</p>	<p>The prolonged, unjust treatment towards others; the unfair exercise of authority.</p>
<p>Prejudice</p>	<p>A pre-judgement or unjustifiable - and usually negative - attitude toward a group and its members. Such negative attitudes are typically based on unsupported generalisations or stereotypes that deny the right of members to be recognised as individuals.</p>
<p>Privilege</p>	<p>Unearned social power given by the formal and informal institutions of society to all members of a dominant group (e.g. white privilege). Privilege is usually invisible to those who have it because we are not taught to see it. Nevertheless, it puts them at an advantage over those who do not have it.</p>
<p>Race</p>	<p>Race is a social construct not a biological fact. In the Equality Act 2010, the protected characteristic of 'race' is defined as including colour, ethnic or national origin, and nationality.</p>
<p>Racial justice</p>	<p>The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. It is not just the absence of discrimination, but also the presence of deliberate systems to support and sustain racial equity.</p>
<p>Racial micro aggression</p>	<p>Brief verbal, behavioural or environmental indignities, whether intentional or unintentional, that communicates negative, hostile and derogatory racial slights towards people of a different race to your own. Perpetrators are sometimes unaware that they engage in such communications.</p>
<p>Racism</p>	<p>Racism is the belief or ideology that 'races' have distinctive characteristics which gives some superiority over others. It also refers to discriminatory and abusive behaviour based on such a belief or ideology. In the UK, denying people access to goods and services on the basis of their colour, nationality, ethnicity or religion is illegal and called racial discrimination.</p>