

SDEP Anti-Racist
Network
Session 1
17.09.24

SDEP Anti Racist Network Session
1 (17.9.24) Sign In





Session Outline

1. Welcome and Overview of Anti-Racist Network
2. Today's theme: "**Race riots & EP responsibility**"
3. Reflective Activity
4. Network reflections on racial trauma (from last network meeting)
5. Network workstrands update



Anti-Racist Network

- * Open to anyone who is an EP, TEP or EPIT in Scotland
- * Aim to create a safe space for discussion and action around anti-racism within the profession
- * Meet approx. 4 times in the academic year, dates set at the beginning of the academic session
- * Each session focuses on both input and reflective activity
- * Serves as a function for consultation for wide strategic strands
- * Anyone interested in joining: Scan QR Code



Content Warning & Emotional Safety

Subject and content can be emotive

Aiming to achieve a balance to allows us to sit with discomfort that serves as a springboard for change and action

Please take time to step out if this is required

These sessions do often contain difficult challenge questions

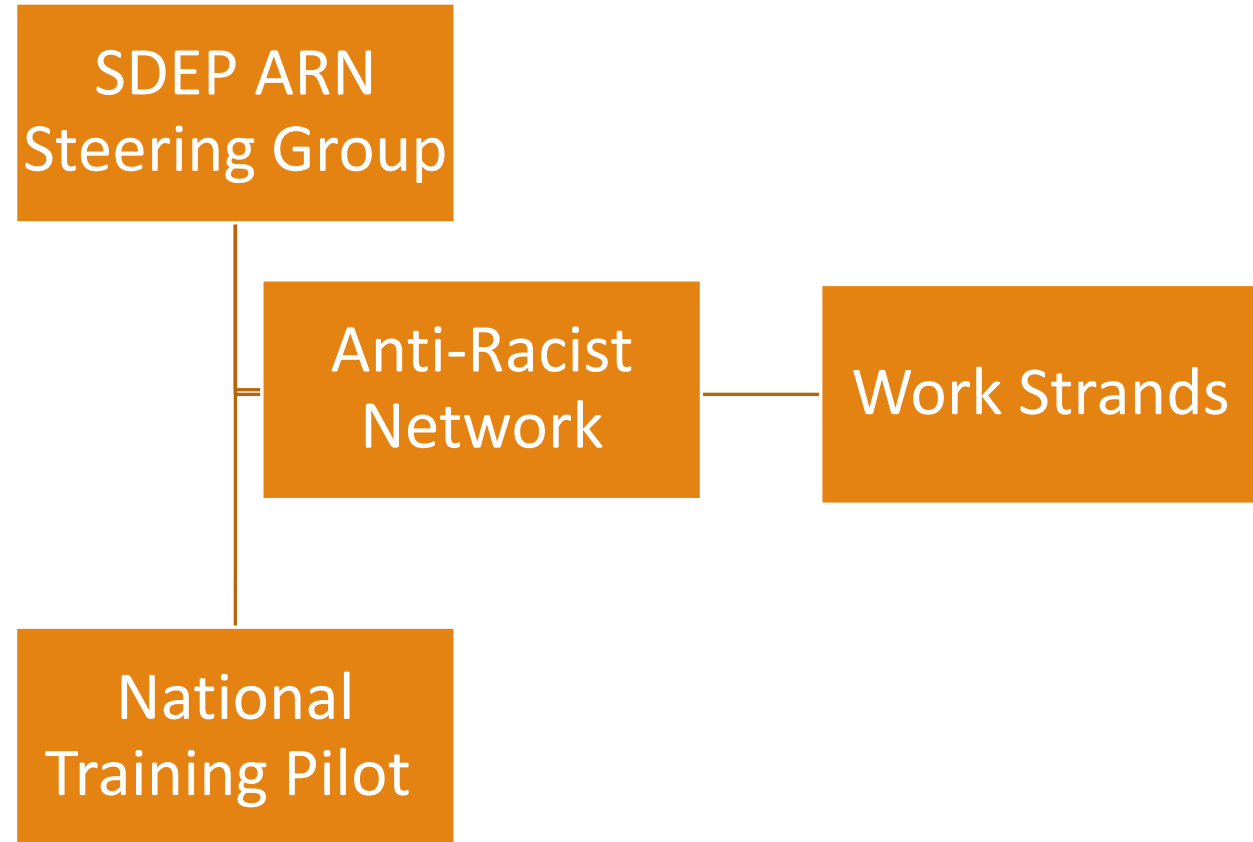
We encourage debate and discussion but the questioning of the lived experience of BPOC is not up for discussion

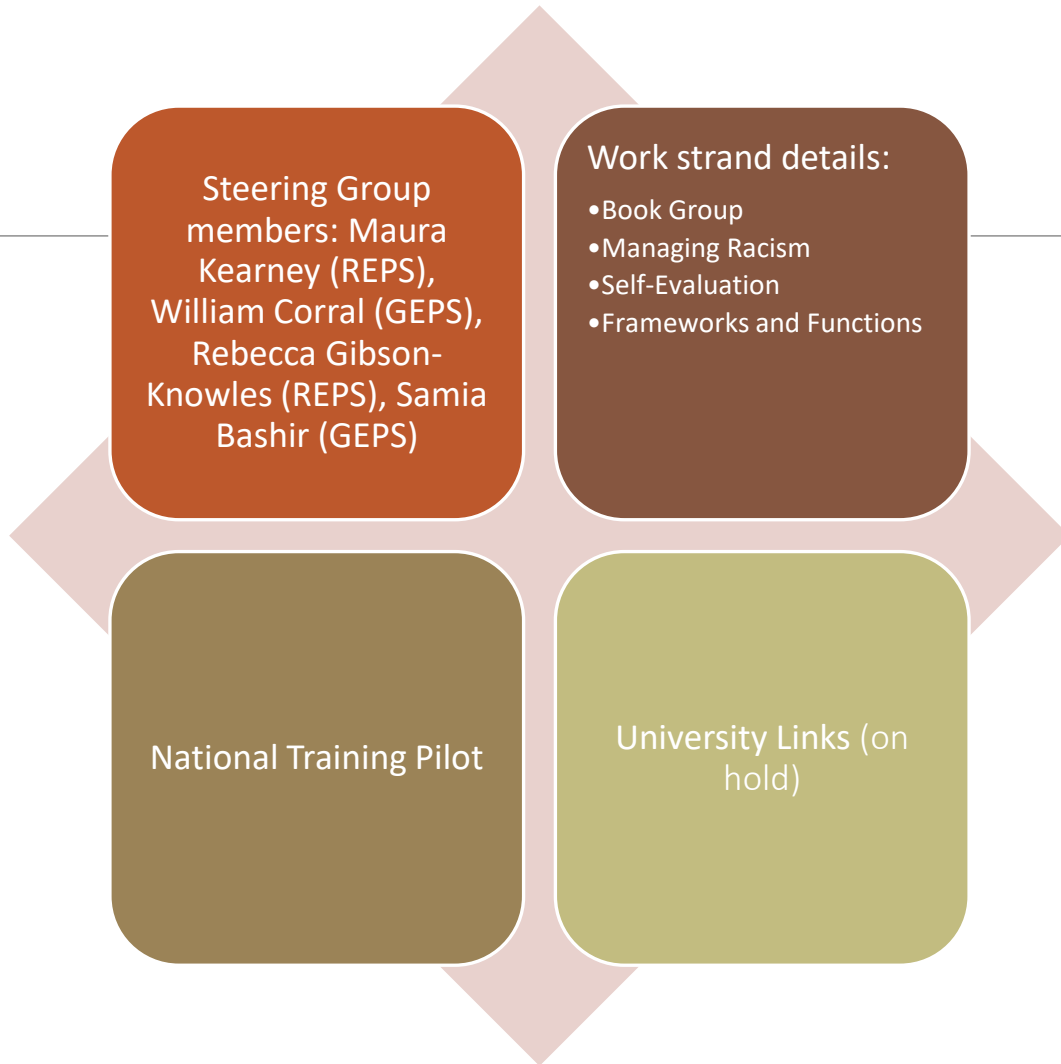
We do not seek to create a hierarchy of lived experiences and this group explicitly recognises that other marginalised groups also experience discrimination

Language and terminology

We ask that you pay attention to any thoughts, feeling and reactions that occur during discussions

SDEP Anti-Racist Network





SDEP Anti-Racist Work Strand

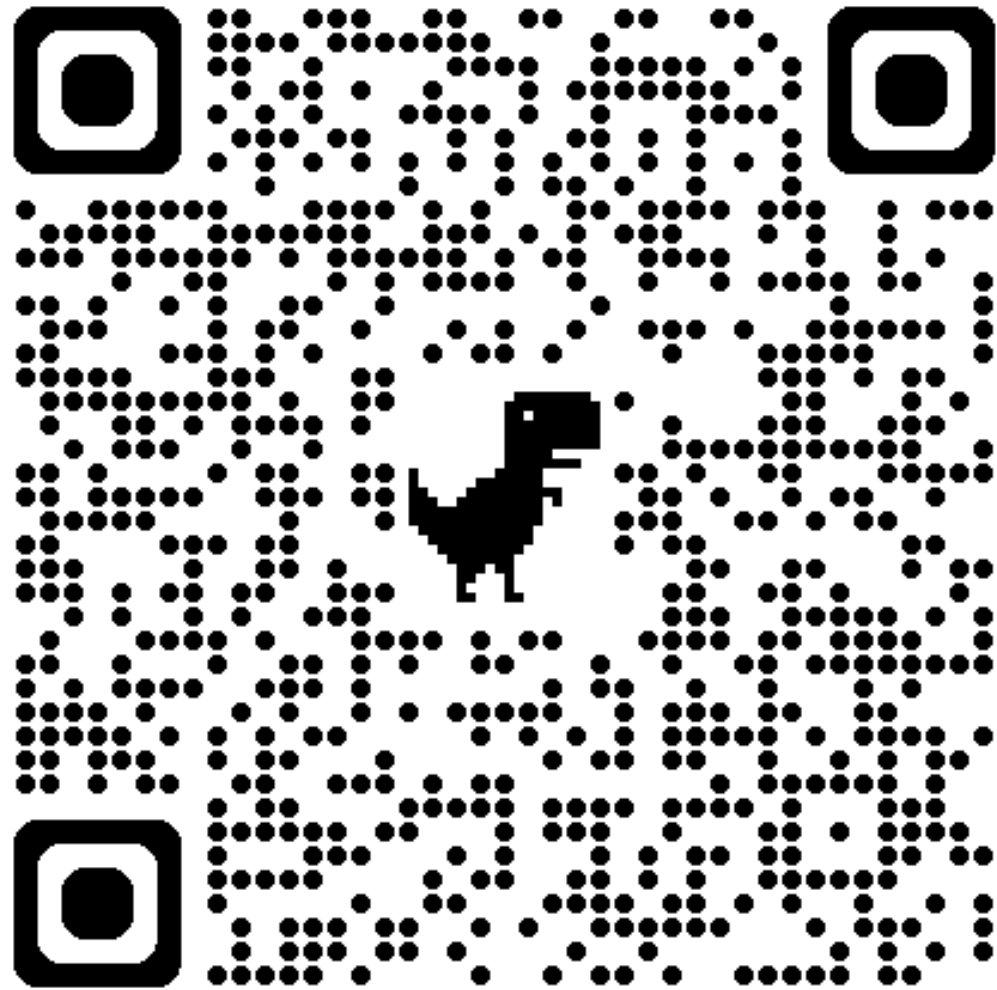
Riots, Race & EP responsibility



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What words,
thoughts or
feelings come to
mind in relation to
the Southport
race riots in
August 2024?



Southport Race Riots (Aug 2024)



Look back and see a British history of riots and racial progress. It isn't pretty, but it is us



Robert Winder
The Guardian



18



37

10.08.2024

Like everyone else, I gaped in dismay as rioting tore across the country last week, but as the reflexive search for the “root” or “underlying” cause gathered pace, I couldn’t help recalling the parable of the good sociologist.

In this parody of the Bible, when the traveller on the road to Jericho is assaulted, the first sociologist crosses the road and passes by on the other side. The second does the same. But the good sociologist rushes to the scene, cradles the victim’s head and weeps: “Boy, the person who did this needs help.”

Pages in category "Race riots in England"

The following 21 pages are in this category, out of 21 total. [This list may not reflect recent changes.](#)

0–9

- [1980 St Pauls riot](#)
- [1981 Chapeltown riots](#)
- [1981 England riots](#)
- [1981 Moss Side riot](#)
- [1981 Toxteth riots](#)
- [1985 Handsworth riots](#)
- [1989 Dewsbury riot](#)
- [2001 Oldham riots](#)

B

- [Battle of Bamber Bridge](#)

- [2005 Birmingham riots](#)
- [2001 Bradford riots](#)
- [1985 Brixton riot](#)
- [Broadwater Farm riot](#)

C

- [Battle of Cable Street](#)
- [1975 Chapeltown riot](#)

E

- [Evil May Day](#)

H

- [2001 Harehills riot](#)

N

- [1958 Notting Hill race riots](#)

P

- [Park Street riot](#)

S

- [St Ann's riots](#)

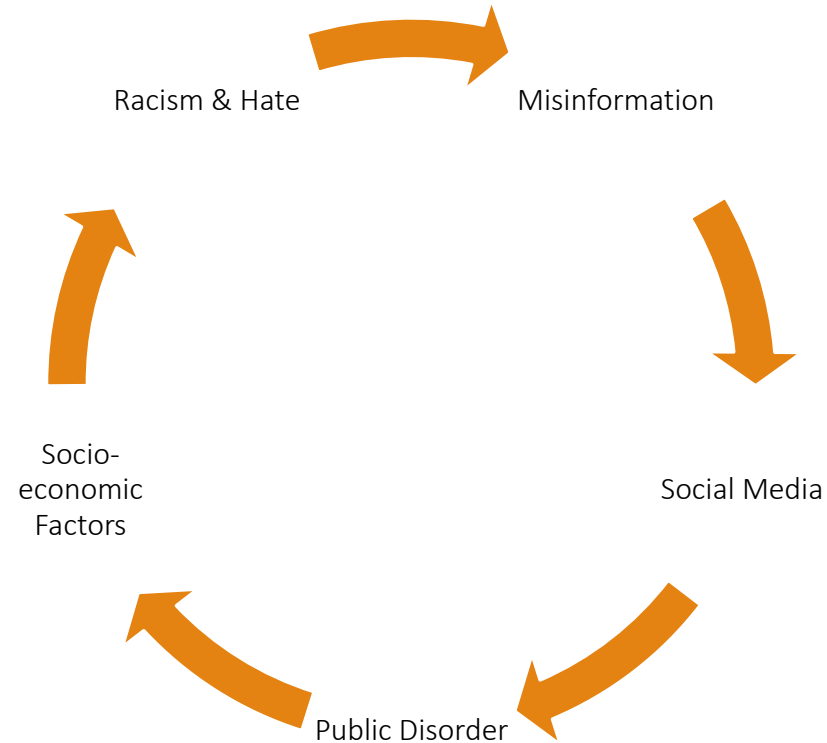
U

- [2024 United Kingdom riots](#)

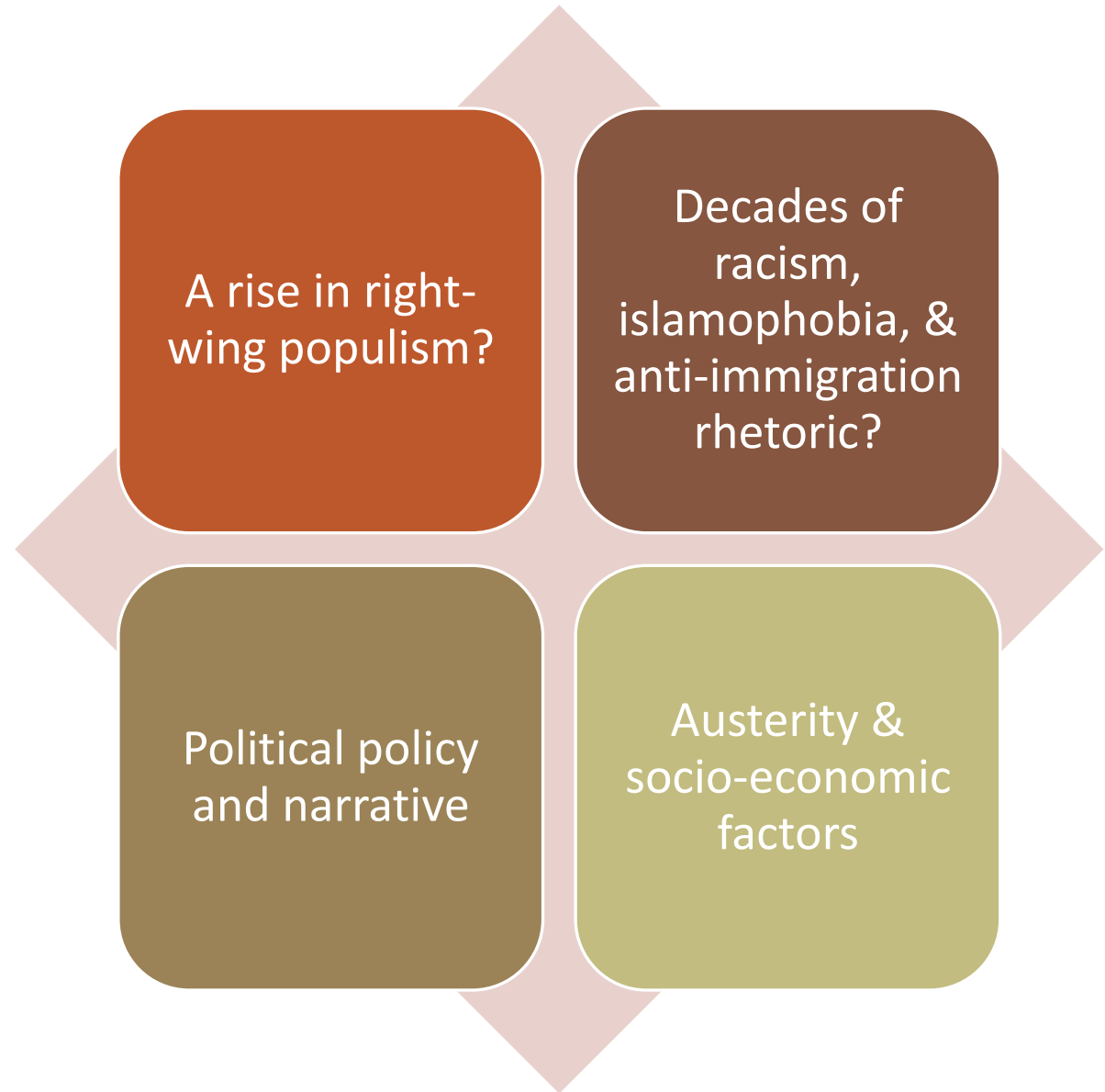
Categories: [Race riots in the United Kingdom](#) | [Riots and civil disorder in England](#) | [Racially motivated violence in England](#)

History of Race Riots in the UK

What factors were at play? At first glance...

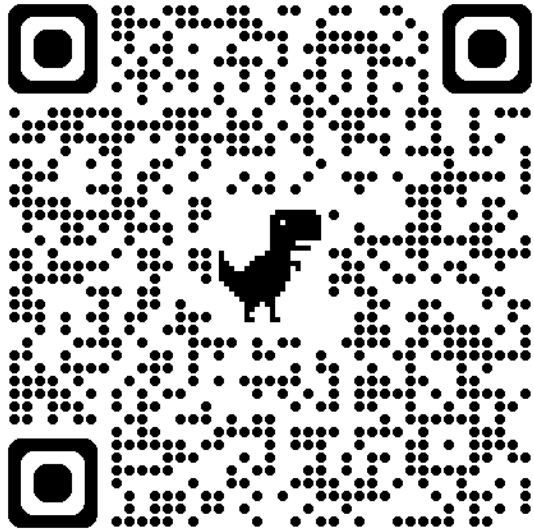


What factors
were at play? A
deeper dive...



What impact have the recent race riots had on you?

If you are a POC (or related to, living with or closely connected to a POC) and taking part in the session we are offering you the opportunity to opt out of this activity if you feel this may place you at risk of harm, identification or place an emotional burden on you. If, however, you are keen to share your experiences or thoughts then you are welcome to use this space to share your experiences.

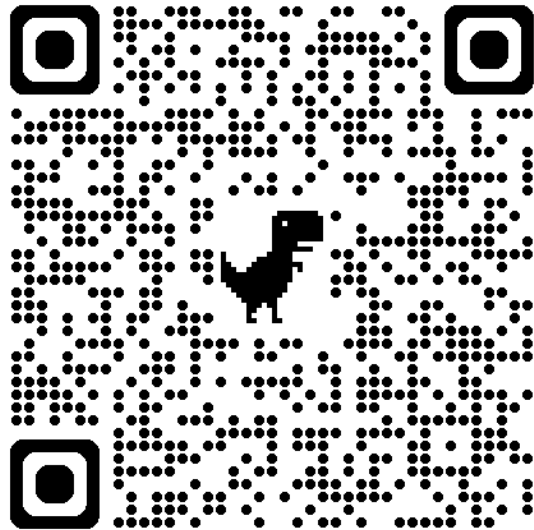


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What impact do you think the race riots have had on BPOC communities in the UK?

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Wafa*, 42

"I was really terrified when I saw the news. I didn't understand how they could attack an asylum seekers hotel and burn it with people inside. I felt like I'd seen this scenario before. It triggered memories of some of the events that happened in Syria.

A Syrian friend called me and said: "Why do we have such a life? Why do we have to face this again?" I told her that we don't have a choice, this is how it is. We didn't choose where we were born. We don't know if, all our lives, we will be fleeing from something or if we will be accepted. I heard other people saying: "We know that we are not accepted here. Even if we work, whatever we do."

"My mental health is down. I try not to share that but my mood is low. I feel very afraid and like I need to cry all the time. I am afraid of these seeds of hate. If these seeds of hate are there, what do we do?

...I wonder if I am in a safe space. If the nightmares that happened in Syria will happen again here. I am paranoid now when walking down the street. But I will try not to change my lifestyle or be fearful all the time. I don't want to be waiting for people to accept me - I just want to be myself."

- 'You're reminded you don't belong, even if you were born in Britain': after the riots, reflections on racism | Race | The Guardian



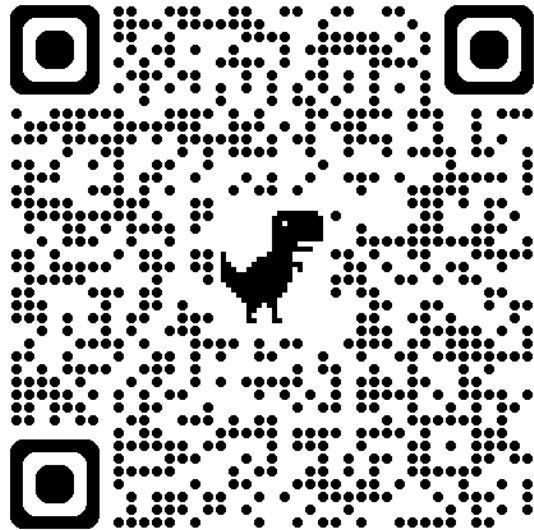
Racial Trauma

Symptoms of Racial Trauma

- Anxiety and fear
- Guilt or shame
- Disassociation, disconnectedness
- Social isolation, depression
- Anger and irritability, feeling “on edge”
- Denial, shock, and disbelief
- Difficulty concentrating
- Sadness and hopelessness
- Rumination and perseveration
- Difficulty trusting others
- Feeling stigmatized or ostracized
- Hypervigilance
- Sleep difficulties, fatigue
- Headaches, chest pains, nausea
- Racing heart, heavy breathing

What action have you taken since the riots or what have you done differently?

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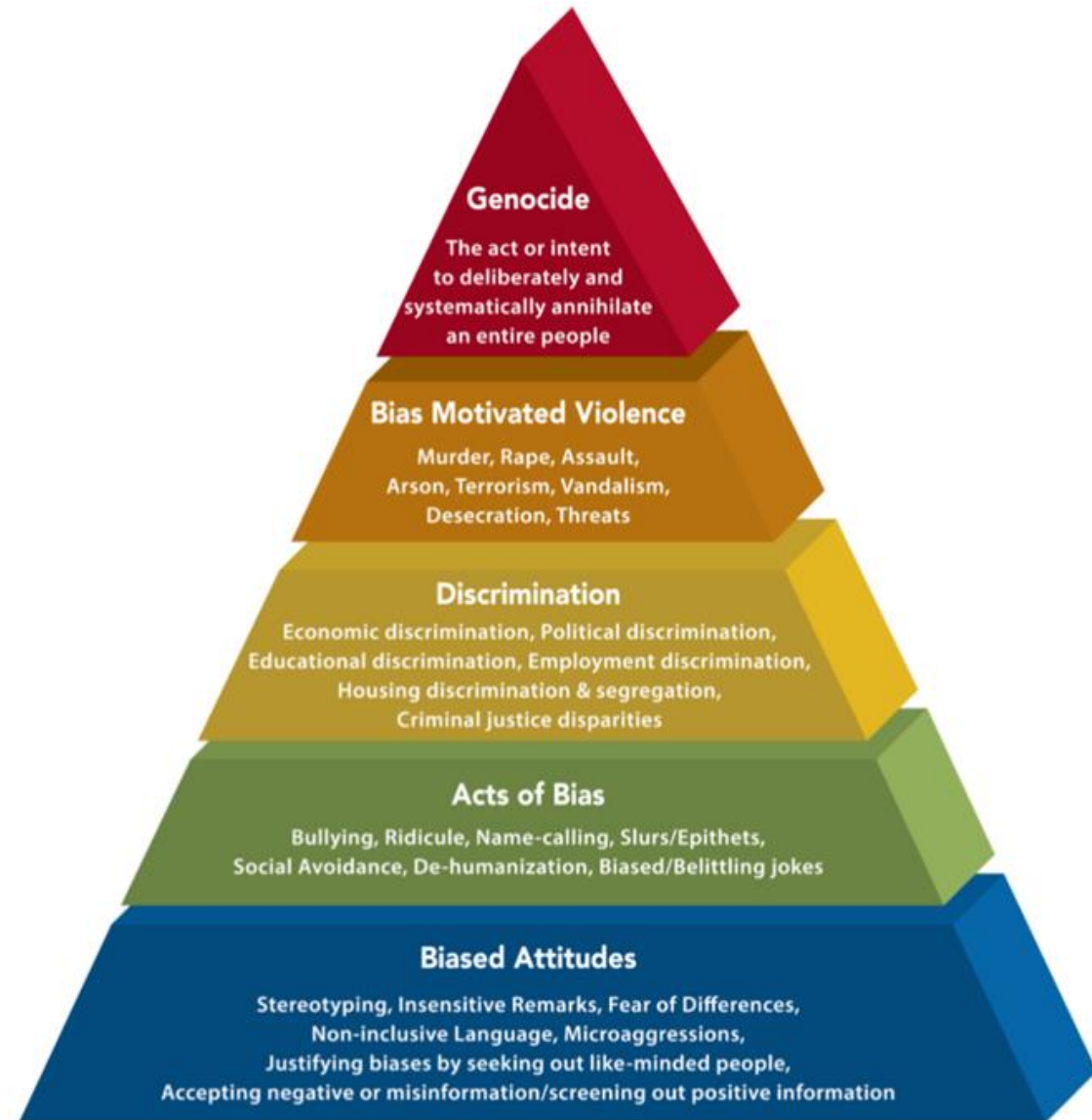


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Implications for EP Practice...

You are not stuck in traffic....



A Moment for Reflection...

- Consider the concept of white silence – what implications does this have for you, society & in turn our profession currently?
- Do you have enough understanding of the lived experience of BPOC people in relation to the recent riots in order to be a true ally?
- Do you have enough understanding of the lived experience of BPOC people in relation to recent riots in order to be able to deliver a culturally sensitive service to your stakeholders?
- Consider the current educational response to the riots in your LA/EPS. What, if any, has it been?
- Racism survives by resting on the shoulders of white supremacy, white privilege and a failure to disrupt these systems. How are you/us a profession disrupting the factors that led to the riots?
- What actions have you taken since the riots? What has changed for you?

"They don't speak for me -How you can help"

We can't just respond

with 'this isn't Britain'.

Yes it is.

It's time to look in the

mirror.

**ANTI
RACIST
CUMBRIA**

Here are some actions you can do this week, and there are more long-term actions and resources on website:

<https://lnkd.in/eiH9ZZJM>



TO ALL THE BASHIRS
WE ARE UPSET AT ALL
THE DISTURBANCES IN
ENGLAND AND N. IRELAND.
WE DETEST ALL THAT.

BE ASSURED WE ARE
TOTALLY MULTICULTURAL
AND ARE GLAD TO
HAVE YOU ALL AS OUR
NEIGHBOURS.

BEST WISHES



What can we do?

Consider &
record the
following...

- What is your personal responsibility in relation to either upholding or dismantling the factors that led to the race riots?
- What is your professional responsibility in relation to either upholding or dismantling the factors that led to the race riots?
- When working with families that may have been effected by the race riots, what would informed anti-racist EP practice look like?



Break

At the May 2024 Anti-racism network meeting, EPs reflected on “Current aspects of service delivery which supports pupils/ staff with racial trauma”

EP's shared the following:

- ✓ Equalities strategic groups within services
- ✓ EPS commitment to anti-racism training
- ✓ Anti-racism on SIP
- ✓ Participation in anti-racism network/ national work
- ✓ Trauma informed practice/ policies (although recognising scope for embedding racial trauma specifically)
- ✓ Existing knowledge of mental health & resilience
- ✓ Existing ecological model underpinning EP practice

EPs also shared reflections on "Areas requiring further development" ...

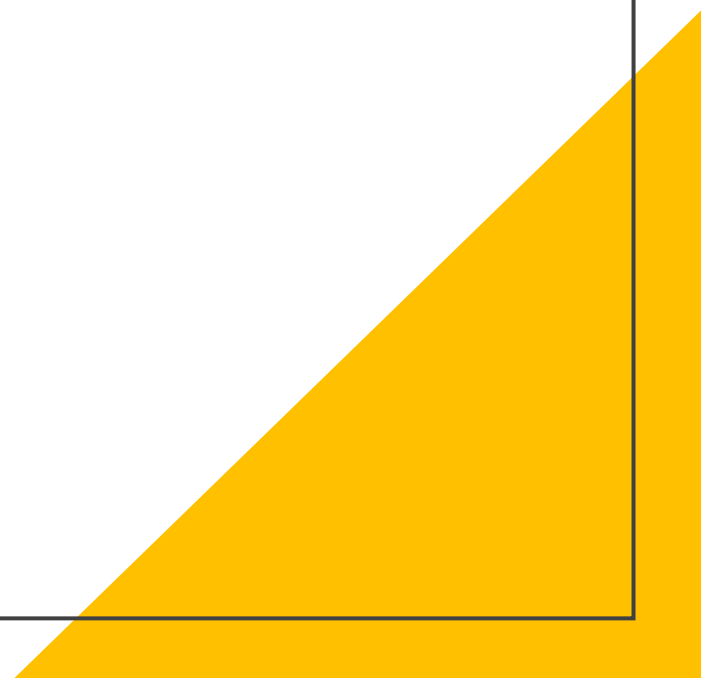
- Frameworks for supporting BPOC staff and CYP/ explicit guidance when racism has occurred (e.g in RA)
- Making clear EPS is actively engaging in anti-racism work to invite wider conversation (e.g with schools)
- Upskilling ourselves/ knowing the research
- Reviewing existing frameworks/ theories which underpin our EP practice
- Embedding racial trauma into our trauma informed practice/ training materials etc
- Embedding anti-racism into all our development workstrands/ naming in in development work
- How we embed conversation starters (to gather experiences where race/ racism/ racial trauma is potentially a factor) in our assessment?
- Skills around recognising/ validating racial trauma
- Curriculum needs extended to help CYP understand racism
- Being less white-centric in our profession

Workstrand feedback

- Anti-racist action workstrand
- Frameworks & functions workstrand
- Self evaluation workstrand
- Anti-racist reading group workstrand

Anti-racist action work-strand

Sarah Booth, Rebecca Gibson-Knowles,
Alyson MacGregor, Charlotte Murray &
Hayleigh Spence



Section 1: Introduction and overview

Rationale and context

'Readiness'

How to use this document

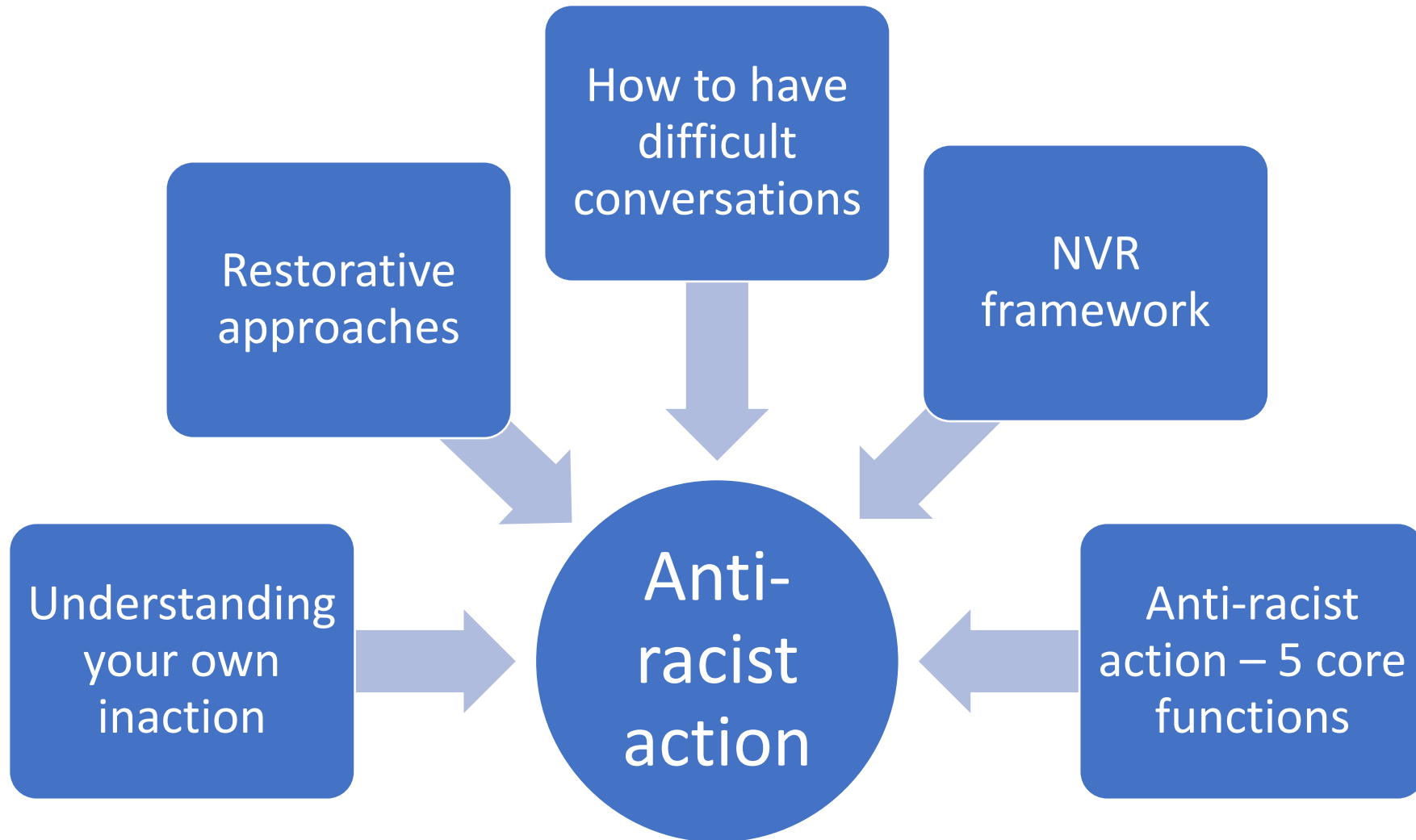


Section 2

“To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.”

Ibram X. Kendi

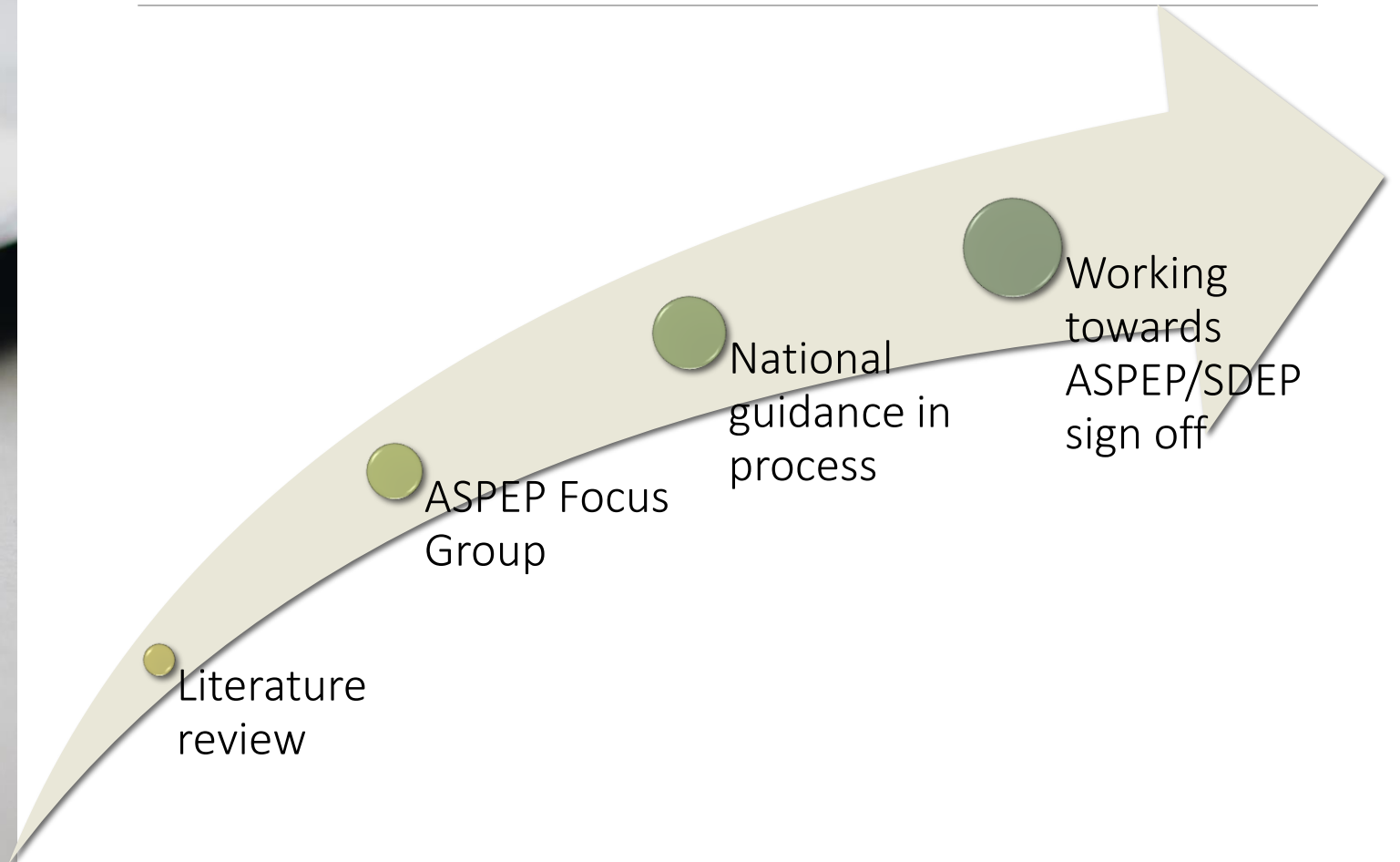
Section 3: Anti-racist action





Frameworks & Functions

Frameworks & Functions



Workstrands feedback: Self-evaluation

An illustration showing several hands of different skin tones reaching towards open books. In the top left, there is a cup of coffee and a cookie. The background is dark blue with various geometric shapes and colors like orange, pink, and light blue.

ANTI-RACIST READING GROUP

SDEP network update Sept 2024

OFFICIAL - SENSITIVE: Personal Data

BACKGROUND

- December 2023
- Emerged to address frustrations expressed during discussions in the SDEP Network
- Currently 4 EPs

AIMS

- To enhance and deepen our knowledge, understanding and skills in being actively and consistently anti-racist in all aspects of our lives – both professional and personal
- To create a safe and supportive space for people to come together to share their experiences, reflections and questions around designated reading
- To relate the reading directly back to our role as Educational Psychologists and learn how we can challenge racism and systematic oppression within our work, more widely in society and in our own beliefs

MEETS SO FAR

- Meet around every 6 weeks
- A critical review of educational psychologist engagement with the black community (Ajewole, 2021)
- Good Ally by Nova Reid

REFLECTIONS

- Safe space
- Sitting with discomfort
- Developing confidence
- Support and challenge
- Accountability
- Pace
- Psychology & EP Practice

NEXT STEPS

- 2025 expansion – group size, format, grouping
- Develop guidelines/ terms of reference
- Develop a ‘review proforma’
- Sharing resources – and reflections? - beyond the group

Interested in joining? Email me! –

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