

Anti racism
resource series

Improving school staff knowledge and confidence

Co-authored by
BLAM UK



Anna Freud

Introduction

Knowledge of race and racism is also known as ‘racial literacy’. Being racially literate means that educators are developing the knowledge, skills, awareness and confidence to talk about race and racism in their setting.

Talking about race in an education setting can feel very challenging, and these conversations can often be difficult. However, it is crucial that school staff foster a supportive and safe environment where these vital discussions can take place.

If our racial literacy isn’t improved, opportunities to tackle issues around race and racism can be missed – we may let these opportunities pass for fear of not knowing the right thing to say or making a mistake.

Developing our racial literacy doesn’t mean that we will ever have all the answers, nor would we be expected to. It means that we can feel more confident to have these important discussions, and can feel more comfortable dealing with issues around racism as they arise. In turn, this means we can better support the mental health of our students and colleagues, which can be impacted negatively by experiencing racism.

Developing racial literacy should be thought of as a continuous process of learning and un-learning for educators.

Because it’s a continuous process, it isn’t about always being correct, but instead having a willingness to learn. By working on our racial literacy, we will feel more comfortable to be curious, ask questions, facilitate discussions and to learn from each other.

In this resource, we’re sharing books, videos, articles and more that educators can use to explore and develop their racial literacy, and think more deeply about the impact of racism on mental health.

This list is compiled of recommendations from our two consultant organisations for these resources, BLAM UK and the Honourable Stuart Lawrence, and from the anti-racism working group at the Anna Freud Centre.

Some of the ways you could use these resources include:

Individually:
Teachers can explore the reading suggestions here outside of any kind of formalised setting for personal and professional development.

Your staff CPD library:
Many schools have a well-curated library of books and resources that support ongoing staff development. The recommendations below would make excellent additions to your collection.

In a staff meeting:
By holding the space for these topics in your meetings, you will be able to look more deeply at the issues that matter most to your school community and your staff members. You could ask different staff members to lead discussions on issues that they feel are important in your school.

It's important to make sure you are not relying on teachers from racially minoritised groups to do this work.

By engaging staff from all backgrounds, you can ensure that the responsibility for anti-racism work is shared equally amongst staff.



In the below list, we have left space for you to fill in your own suggestions for learning material. You could source these suggestions from colleagues to build a comprehensive list of learning resources for staff to use.

Please note: because these resources focus on race and racism, they may include sensitive content and imagery that some people may find upsetting.

Books

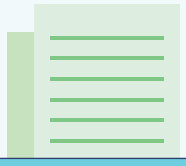
You may already have links with booksellers for your school, including national online sellers. Some schools make links with local bookshops in their area which can be an excellent community relationship to foster. Researching Black or racial minority-owned bookshops in your area for these purchases is a great idea and something you may want to consider.

Title	Author
Natives: Race & Class in the Ruins of Empire	Akala
Why I'm No Longer Talking to White People About Race	Reni Eddo-Lodge
How to be an Anti-Racist	Ibram X Kendi
Wish We Knew What to Say: Talking with Children About Race	Pragya Agarwal
Pedagogy of the Oppressed	Paulo Fiere
Teaching to Transgress	bell hooks
White Fragility	Robin DiAngelo
What White People Can Do Next	Emma Dabiri
For the Love of Teaching: The Anti-Racist Battlefield in Education	Mary Odei-Oppong
Biracial Britain	Remi Adekoya
Brit(ish): On Race, Identity and Belonging	Afua Hirsch
Staying Power: The History of Black People in Britain	Peter Fryer

Podcasts, videos, TV and film

Title	Link
TV	
Black & British: A Forgotten History - David Olusoga	Watch
Windrush – Channel 4	Watch
Subnormal: A British Scandal - BBC	Watch
Random Acts - Channel 4	Watch
Film	
Sitting in Limbo - Stella Corradi	Watch
Small Axe - Steve McQueen	Watch
13th – Ava DuVernay	Watch
Podcasts and videos	
About Race podcast - Reni Eddo-Lodge	Listen
What Defines Cultural Appropriation?- i-D	Watch
How to Challenge Inequality with Elif Shafak & Afua Hirsch - Penguin	Watch
Why Representation Really Matters - Aisha Thomas, TEDxBristol	Watch
Race and ethnicity in Britain - CODE	Watch
Alt History: Black British History We're Not Taught in Schools - BBC Stories	Watch

Resources and reports



Title	Link
Microaggressions presentation for staff meeting – Anna Freud Centre	Read
The Stephen Lawrence Inquiry – MacPherson report (1999)	Read
Race and Racism in English Secondary Schools - Dr Remi Joseph-Salisbury (2020)	Read
The Black Curriculum Report 2021: Black British History in the National Curriculum – The Black Curriculum	Read
Black teachers pay and progression report – NEU (2024)	Read
Equality, Diversity and Inclusion Among School Staff report - Edurio (2021)	Read

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