



Key benefits and resources

- A full pack of Action for Children's acclaimed schools resources, including links to lesson plans, education guides, and posters.
- The tools to benchmark your school's current policies and practices against legal requirements and national best practice.
- Ongoing support and guidance from Action for Children's Heritage & Inclusion team.
- Regular newsletters, briefings, and opportunities exclusively for your chosen Champions Group, as well as exclusive use of the school 'agents for change' logo.
- The opportunity to apply for our Bronze charter mark.

Next steps

To sign up to Action for Children's Cultural Proficiency Charter, or for further information, please get in touch:

Call
0141 550 9010

Email
khaleda.noon@actionforchildren.org.uk

Tweet
@actnforchildren

Or write to us, at:
Action for Children
City Park
368 Alexandra Parade
Glasgow G31 3AU

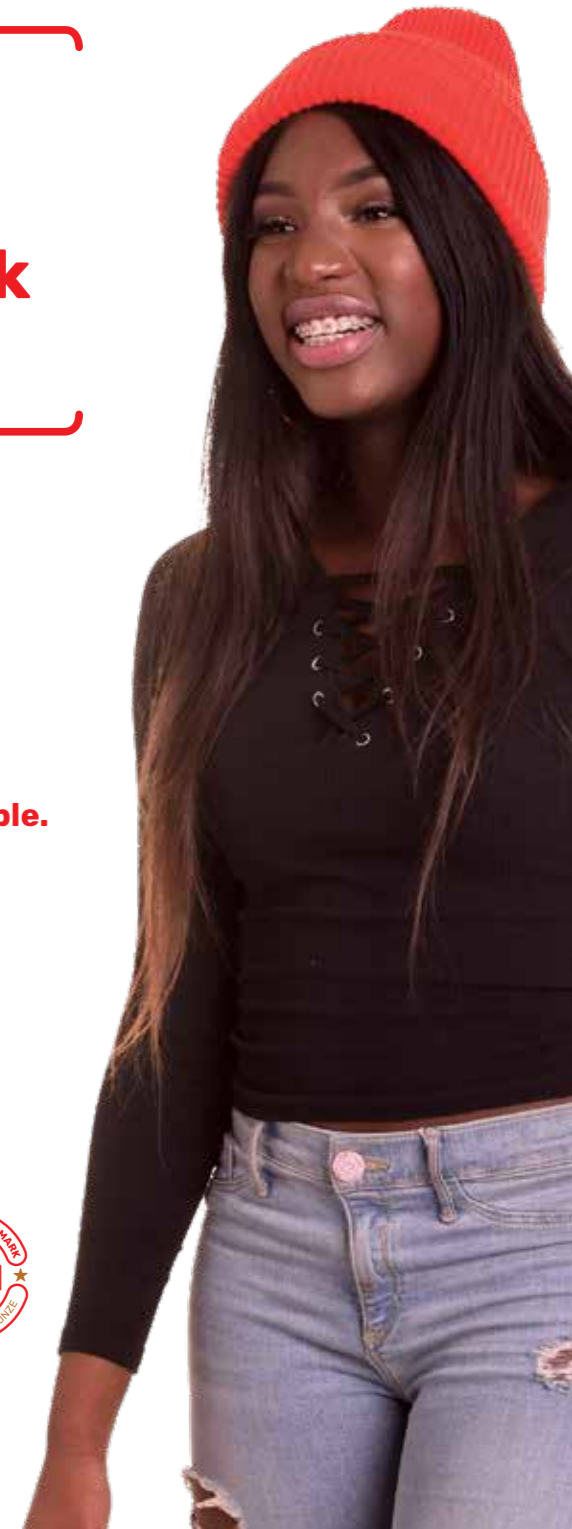
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Cultural Proficiency Charter Mark Guidance

- By working with schools.**
- By striving for equality.**
- By including all young people.**
- By standing together.**

HOW
ACTION FOR CHILDREN
WORKS



Action for Children's Cultural Proficiency Charter: What is it?



The Cultural Proficiency Charter helps schools to develop a social justice and inclusion programme for young people from minority ethnic backgrounds – with learning at the core – and sustains equality and inclusive education.

The charter aims to show young people that their school actively includes and supports them, helping them to identify their rights, and provides understanding and support to their individual needs.

The charter also helps schools to look at policy, practice, and legal obligations in relation to equality for young people from minority ethnic backgrounds – identifying where you currently are with your policies, and where there may be gaps.

In support of this, Action for Children has created Equality Indicators, which you'll find on the A3 poster within your pack.

By actively engaging with the Cultural Proficiency Charter you'll be sending a positive message to young people, that they are safe, included, valued, supported, and will be treated fairly.

You'll also be able to demonstrate, clearly, that your school promotes inclusion and diversity.

The Action for Children Inclusion team will support and guide you on everything you need to do to achieve your Bronze Award for working within the framework of the charter.

How it works



1. Nominate your school's 'agents for change'

Look for those members of staff who strive for equality and inclusion, identifying them as your champion group to become 'agents for change': they'll lead the development of the charter programme within your school, ensuring young people have their voice heard.



2. Training

The Action for Children Heritage & Inclusion team will deliver a minimum of three hours' cultural awareness training, to make sure your champion group understands some of the issues that young people from minority ethnic backgrounds face at school.



3. Policy

To achieve the Bronze award, all relevant school policies need to consider young people from minority ethnic backgrounds, and make specific reference where necessary – meeting the standards set out in the Equality Act (2010) and Human Rights Act (1998).



4. Practice – put the charter into action

Introduce at least one campaign into your school that directly addresses prejudice and/or discrimination.

In addition to this, build safe spaces for minority ethnic young people, and support them to become 'agents for change' themselves – leading your school to develop cultural awareness and successfully achieve the Cultural Proficiency Bronze charter mark.

You can also get young people to start their Duke of Edinburgh journey – taking part in the framework that gives positive experiences to marginalised groups.



5. Publicise your work

Display the posters and marketing materials within this pack, for both staff and young people to see, to further prove that you understand and promote the importance of inclusion and diversity.

It will also help if you add Action for Children's Heritage & Inclusion team website link to your website, and any promotional documentation, to show that we're working closely together to deliver support to young people from minority ethnic backgrounds.

And be sure to discuss your charter journey at team, SLT, and Governors meetings.



6. Monitor and evaluate

Develop consultation processes with your 'agents for change', assess the school's ongoing needs, and let them lead the way to a fairer, more inclusive school.

