

## A COMPLETE ANTI-RACISM SOLUTION



This joint service has been carefully crafted to include the collective feedback from both organisations which encompasses the data captured from students, teachers & parents, as well as schools themselves.

By engaging with both organisations, schools are able to outsource a significant proportion of their anti-racism activities with the comfort of knowing that this work is designed and delivered by anti-racism professionals, academics, teaching staff, senior leaders, and governors, and measured for impact across a minimum of three years.

Combining yearly student & staff surveys over a period of three years which measure racial inclusion, awareness, behaviours & diversity ACEN will deliver teacher and staff training/workshops at a rate of two sessions per year - aligning with each school's specific survey results.

By procuring the joint service, schools will access FLAIR and ACEN's services at a discounted rate of 15%. However, with effective and impactful anti-racism at the heart of what we seek to achieve, we want to make sure our services are accessible to all. For smaller schools, or those with limited budgets, please speak directly to a member of the team for more bespoke service and pricing options.

**£6500 per year | [team@flairimpact.com](mailto:team@flairimpact.com)**



## ACEN TRAINING

2 half-day training sessions per year (3-3.5 hours including a break), in-person, delivered over INSET or on request that include:

### **A whole school presentation of 45-60 minutes**

- including Q&A session
- no maximum number

### **1-hour interactive workshop**

- 2 x ACEN facilitators
- Delivered to groups of 30 staff allowing a total of 60 staff to receive the workshop over a 2-hour period (Larger staff numbers, can be requested with an additional facilitator)

### **The interactive workshops can be selected from the following:**

- How to Plan the Anti-Racism Journey in your School (SLT and Governors)
- Let's Just Talk about Race: Towards Racial Literacy, Confidence, and Competence
- Anti-Racism in Action: Reflecting on bias
- Anti-Racism in Action: Anti-Racist Pedagogy
- Diverse Recruitment: From Advertising to Onboarding (Departmental)
- Anti-Racism: Understanding Microaggressions\*
- Racial Awareness: Becoming an Upstander\*

Workshops marked \* are designed for staff & students

[www.aceducationnetwork.com](http://www.aceducationnetwork.com)

## FLAIR SURVEY

### **Anonymous Student + Staff Survey**

(Please note that FLAIR does not offer parent surveys)

- Open to Year 7 students and above, 10 mins to complete

- Anonymous, independent, secure data collection methods
- Strict confidentiality thresholds to ensure identity protection

### **Project Management Support**

- Pre-survey consultation
- Expert guidance on survey rollout to ensure high response rates
- Post-survey consultation to present key findings & actions

### **Filterable Dashboard + Bespoke Racial Equity Action Plan**

- 4 key measures: Inclusion, Awareness, Behaviours & Diversity
  - Data to present key strengths & key improvement areas
- Cross-filter results across year group, gender, ethnic group, religion; benchmark results against own performance and other schools
- Prescriptive, bespoke recommendations to target interventions around improvement areas flagged by survey results

### **Post Completion**

- 3 and 6 month progress calls; each 30-mins; deep dive into actions following receipt of action plan
- Access to monthly thought leadership content
- FLAIR led events for clients

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