

# From Lament to Action

Education is one of the mainstays of human development. As one of the nation's significant education providers, the Church of England, through its vast network of primary, secondary and higher education institutions, plays a vital role in imparting knowledge and contributes towards holistic human development in the British society. Despite various affirmative steps and developing a comprehensive vision for education, various groups have repeatedly pointed out its lack of robust initiatives to highlight racial diversity and anti-racism work. With this in mind, the Taskforce would like to recommend certain critical steps to foster a healthy environment within the Church's educational institutions, where honest conversations and formative learning could take place. Taking education in its broadest context, the recommendations in this report cover not only schools and academies, but also Theological Education Institutions (TEIs).

## Our recommendations are threefold:

We propose content and curriculum development that speaks to the concerns regarding racial justice;

We recommend equipping teachers, tutors and other educators with appropriate training for this work;

We advise the Church of England make governing boards, teaching staff and student population more inclusive to reflect racial diversity.

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Many of our proposals are not new, but distil and clarify previous unimplemented recommendations. Since knowledge is power and access to knowledge is often through educational opportunities, the following proposals are made with two key objectives in mind: achieving societal change, and transformation within the church towards racial justice and equity.

The full report can be accessed here:  
[FromLamentToAction-report.pdf](https://www.churchofengland.org/FromLamentToAction-report.pdf)  
([churchofengland.org](https://www.churchofengland.org))

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Below are the relevant action points for school leaders from the Archbishops' Anti-racism Taskforce report *From Lament to Action*

## Action 1

Develop programmes for school leaders that ensure theological concepts drive curriculum design across the whole curriculum in a way that promotes equity and racial justice.

## Action 2

Develop a comprehensive approach to staff development and recruitment in leadership roles within Church of England schools, academies and diocesan teams which ensures educational leadership is more representative of the racial diversity in modern Britain. This should include mentoring programmes and shadowing opportunities to ensure more UKME/GMH teachers, leaders and governors are encouraged and given opportunity to flourish through professional development for such roles.

## Action 5

Audit school discipline, exclusions and attainment for UKME/GMH students in all C of E primary and secondary schools. On the basis of the data, develop a process to mitigate possible negative outcomes on UKME/GMH students and offer improved learning environments.

## Action 6

Audit ethnic diversity among teaching staff and headteachers in all of C of E primary and secondary schools. Build recruitment process for every level of leadership in all C of E primary and secondary schools (teaching assistants, Teachers, Heads of Departments and Head teachers) in order to increase representation and participation of UKME/GMH people (as in point 6 of Participation and point 3 of Structures and Governance). Identify and disseminate historic and ongoing attrition rates among UKME/GMH staff members.

## Action 7

Develop resources for school assemblies that address questions of racial justice, to be delivered in all C of E primary and secondary schools.