



Dear Colleagues,

October 01st marked the start of Black History Month in the UK, an event that has been celebrated nationwide for more than 30 years and is widely regarded as one of the most prominent cultural celebrations of the year.

It was originally founded to recognise the contributions that people of African and Caribbean backgrounds have made to the UK over many generations.

Now, Black History Month has expanded to include the history of not just African and Caribbean people but all black people.

Black History Month is a time to educate and enrich the world with the importance of Black history.

Other topics include:

- Unconscious bias
- Equality, Equity and Diversity
- Hate Crime Awareness week (14-21st October)

150th anniversary of when slavery was abolished in the Caribbean.

Black History Month was launched in London by a man from Ghana called Akyaaba Addai-Sebo. He came to the UK in 1984 as a refugee and, like Woodson, his aim was for the local community to challenge racism and educate themselves and others about the British history of black people that was not taught in schools.

Why is Black History Month Important?

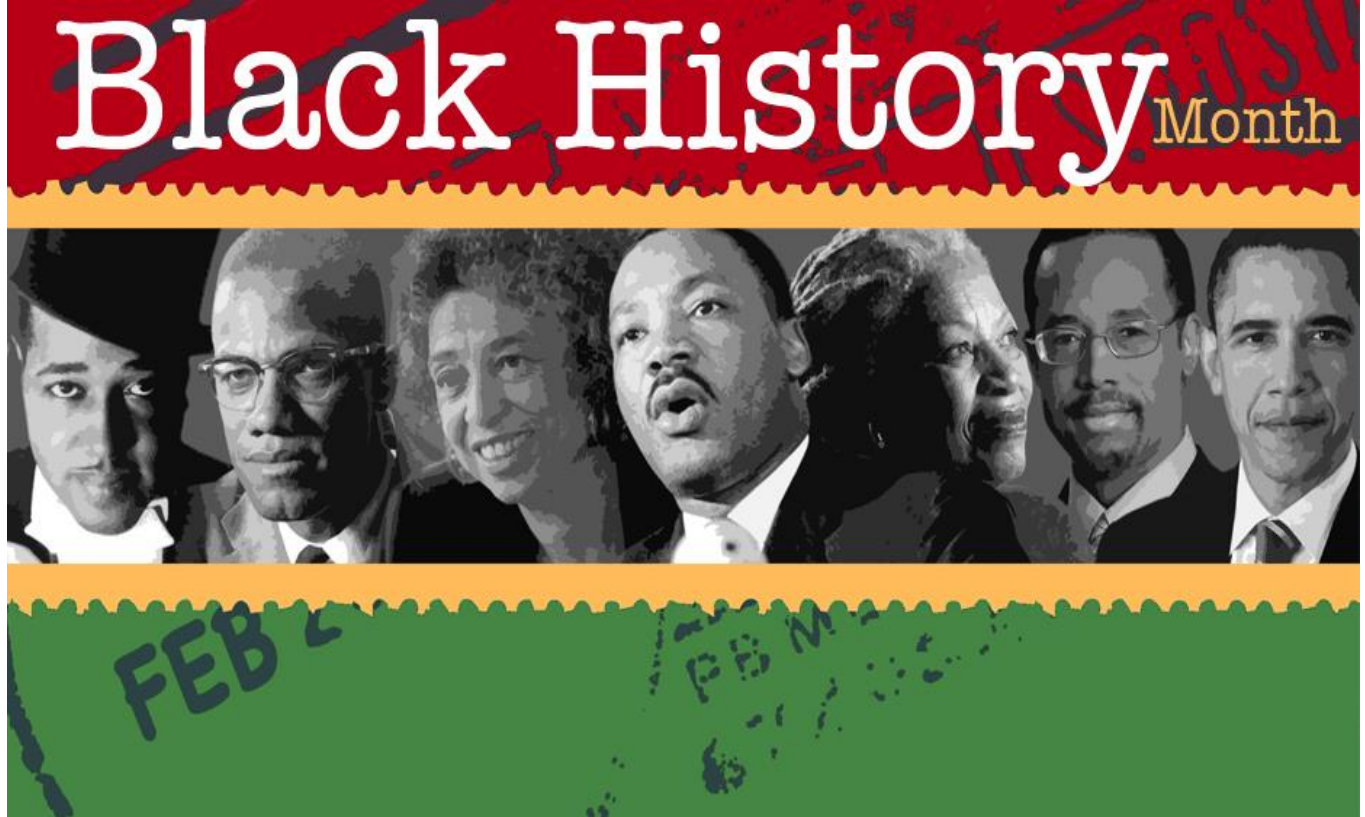
Black History Month can also be an opportunity for us to reflect on inequalities in the way people from Black and minority backgrounds are treated and the ways in which structural racism in our society can influence our own expectations and responses to such treatment.



25% of people find that assumptions are made about their abilities, character, or behavior due to their race. Such statistics emphasize the importance of Black History Month, as the event brings to light how Black people are both uncredited in our history books and often undervalued in the workplace.

[Data from Refuge](#) in 2021 showed that Black women were 14% less likely to be referred to Refuge for support by police than white survivors of domestic abuse. Refuge's data also shows that during the pandemic, Black women supported by Refuge were 3% more likely to have experienced physical abuse and 4% more likely to have experienced sexual abuse than white survivors of abuse.

While Black History Month is a chance to raise awareness of these inequalities, it is vital to keep them front of mind year-round.



Who started Black History Month?

Carter G. Woodson was a groundbreaking historian in the US who recognised there was a lack of information about the achievements of black people in America. In 1915 he set up a society to study exactly that, which is why he is known as "The father of Black history". Black History Month wasn't adopted in the UK though until many years later in 1987 at the same time as the

Black History Month has been celebrated annually in the UK, to eradicate discrimination and encourage racial equality.

Prominent charities include:

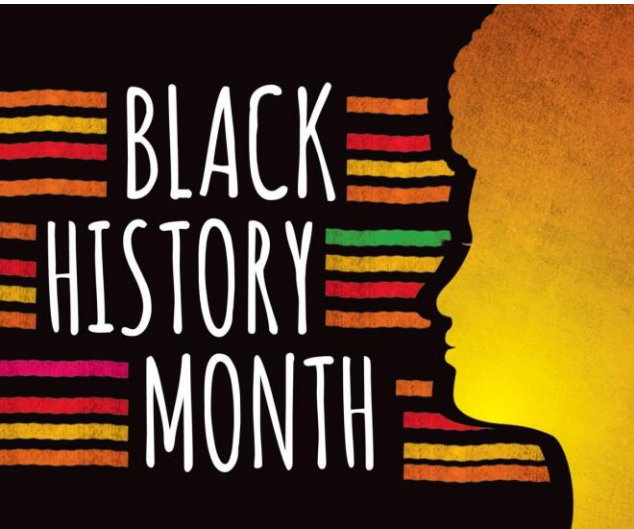
- [Stop Hate UK](#)
- [UK Black Pride](#)
- [Black Minds Matter](#)
- [Black Lives Matter UK](#)



English Heritage unveiled a blue plaque dedicated to journalist and anti-racism activist Claudia Jones on the 5th October 2023

The plaque will mark the mid-nineteenth century terraced house in Vauxhall that was her home for nearly four years, making it her longest place of settled residence in London. It was during her time living in this shared dwelling that Jones founded the *West Indian Gazette* and came up with the idea of bringing Caribbean carnival to London. The first carnival took place in St Pancras Town Hall on 30 January 1959; the Notting Hill Carnival, an outdoor event, came later.





Black History Month –Saluting our sisters

The theme saluting our sisters plays homage to black women who had contributions ignored, ideas appropriated, and voices silenced. The road ahead may appear difficult and at times treacherous, but sisters will continue to work outside of the box and forge change for the better.



Eric and Jessica Huntley 2000s _Huntley Archives at London Metropolitan Archives

Eric and Jessica Huntley, pioneering Black political and social activists and radical book publishers born in what then was, British Guiana arrived in England in the 1950’s and wasted no time before becoming active in political and social issues relating to the British African-Caribbean community’s in and around London.

In 1974 the Huntley’s opened their, Bookshop, at that time called ‘The Bookshop’, in West Ealing, London. The bookshop was later renamed as the ‘Walter Rodney Bookshop’ and quickly became a place of importance for Britain’s Black community.

Eric later described it as an ‘oasis in the desert of West London’. Visitors to the shop were able to discover new radical publications, meet authors at book launches and find books to suit children from diverse backgrounds. It also became a place for teachers to learn new ways to teach their subjects and was frequently visited by artists and intellectuals visiting the UK.

It was during the ‘Bookshop years’ that the launch of the first International Book Fair of Radical Black and Third World Books,1981 took place and the establishment of the Peter Moses School in Ealing.

The Huntleys’ went on to publish, in 1994 Cry a Whisper by Lucy Safo, winner of the Commonwealth Writers Prize for, Best First Book.

In 2005 the Huntleys deposited their archives at the London Metropolitan Archives (LMA) and this sees the start of another chapter of their lives as along with the HAAG committee (Huntley Archives Advisory Group) they begin to arrange annual ‘Huntley’ conferences at the LMA, starting in 2006. Six years later in 2012 the first youth conference is held at the LMA.

2013 will be remembered for being the year that the first Huntley Symposium took place, being addressed by keynote speaker Hilary Beccles from the University of the West Indies, Friends of The Huntley Archives, the group that replaced HAAG, is granted charity status and sadly Jessica dies in October. Eric continues to work with the Conference planning group while also accepting speaking invitations and pursuing his personal writing.

For over 50 years the Huntley’s participated in many significant grassroots campaigns. These included:

- Founder member of the Caribbean Education and Community Workers Association (CECWA), the first specialist Black education group to have been established in the UK.
- The Black Parents Movement (BPM) formed in 1975 following the arrest and assault by Haringey police of a Black schoolboy named Cliff McDaniel outside his school. This organisation built up alliances with similar organisations nationally and internationally going on to participate in campaigns involving political crises in South Africa, Grenada and Guyana.
- Involvement with the Anti-Banding protest movement organised by the North London West Indian Association (NLWIA) that played an important part in challenging Haringey Council’s plans to assess all pupils in its schools using the now discredited IQ tests and to teach children in “bands” according to their performance.
- Organisers of the 1981 Black People’s Day of Action march that attracted 20,000 black Britons from all over the country and was the largest protest march of black people.
- The Supplementary School Movement, created to supplement the shortcomings of an education system that was failing Black children.
- The establishment of Bogle-L’Ouverture Publications, to promote radical Black writing. Bogle-L’Ouverture went on to publish texts by Walter Rodney, Bernard Coard, Lemn Sissay and Valerie Bloom

Links to national resources:

The Historical Association has many Black history resources available including those linked to in their annual Black History Month news story. You can access their website [here](#).

The mentally healthy schools website has a number of resources which are divided into sections for primary schools, secondary and FE settings. There is also a section sharing whole-school approach resources. All of the resources include a focus on mental health themes, helping schools to explore ideas around diversity, self-belief, identity and the impact of racism on those who experience it. You can download the resources [here](#).

The Windrush Foundation provides a free education pack for Key Stage 2 and 3, including lesson plans, activities, information and photographs. You can download the resource [here](#).

You can visit the webpage below to access an exploration of the history of black, Asian and minority ethnic staff (BAME) working in the NHS through their voices. This could be used to support teaching and learning in the classroom or as an assembly resource [here](#).

You can access a wide range of short films on the BBC Teach website which explore black history, heritage, culture and achievements. There are a collection of resources for both primary and secondary schools, all accompanied with teacher notes. [link here](#).

Black Lives Matter UK formed in 2016.

They are a member-led, campaigning organisation, working towards collective liberation. They fight for all our Black working class families here and across the world. They fight against racism, but also against capitalism and patriarchy because ALL Black lives matter. They are proudly led by Black people. For more information on this and the thoughts on the current Palestine / Israel situation please click on the link <https://ukblm.org/>



The late Dame Jocelyn Barrow - Windrush Pioneer



‘I was brought up with great confidence. I was brought up to feel that nobody could prevent me from doing what I wanted to do. There are changes that you can make without being confrontational, without causing chaos or shouting or screaming. There’s no point shouting and screaming because nobody listens.’

Dame Jocelyn Barrow was a British educationalist, community activist, and the first Black woman to be a governor of the British Broadcasting Corporation (BBC). She was also a pioneer in the Windrush generation, which refers to the wave of immigrants who came to the United Kingdom from Caribbean countries between 1948 and 1971.

‘We had formed a campaign against racial discrimination in 1964, when Martin Luther King passed through this country. We got the Race Relations Act of ‘68, which covered employment. And we were looking at ways to enforce the legislation. One of our sponsors was Lord Sieff, the owner of Marks & Spencer, and he was a great supporter of ours. They’re a Jewish family and he understood the discrimination. Because the Jews, even at the time that the blacks came here, lots of Jewish people told me they were glad the blacks came because it took some of the discrimination that they suffered away.’

Oyebanji (Banji) Adewumi - Leading with Vision



‘Black History Month is not merely a reflection on the past; it’s also about shining a spotlight on those shaping the future.’

At the forefront of this change is Oyebanji (Banji) Adewumi MBE, the Director of Equality, Diversity & Inclusion at The University of Manchester.

Drawing inspiration from her mother’s pioneering spirit in nursing and spurred on by encounters with inequality in the professional realm, Banji’s journey provides a unique lens through which we can understand the trials and triumphs of forging a truly inclusive academic community.

As she recounts her experiences and aspirations, the deep-rooted and unyielding passion for a more equitable, diverse, and inclusive setting becomes abundantly clear.

To read her story please click on the link below!
[oyebanji-banji-adewumi-mbe](https://www.oyebanji-banji-adewumi-mbe.com)

Bishop Wilfred Wood - The Church of England’s first black Bishop



“I was a member of a Royal Commission called the Royal Commission on Criminal Procedures and in our report, we recommended an establishment of an independent prosecuting service, which has now been established, called the ‘Crown Prosecuting Service’. Up to that point, police would investigate and prosecute, but we recommended an independent prosecuting service.”

Wilfred Denniston Wood KA (born 15 June 1936) was Bishop of Croydon from 1985 to 2003, the first black bishop in the Church of England. He came second in the 100 Great Black Britons list in 2004. Born in Barbados, Wood [later Sir Wilfred] attended Southborough Boys’ Primary School and Combermere School.

Having being ordained Deacon after completion of studies in 1962, first serving in a parish called St. Stephen’s Shepherd’s Bush, he served as a curate, then honorary curate until 1974. He soon came to wider attention in Britain for speaking out on racial injustice.

Throughout his Ministry, Bishop Wood had a strong interest in race relations and social justice in London, as it was for this interest that he was appointed the Bishop of London Officer in race relations, also serving on a number of other important boards, from 1978 to 1981.

How does the law promote equality and diversity?

There are four main acts relating to equality and diversity:



The Equality Act 2010 – this legislation provides protection against discrimination for people who possess one or more of the nine specific protected characteristics. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. To discriminate against any of these characteristics is a breach of the law.



The Human Rights Act 1998 – this legislation outlines the basic human rights and principles of equality. The ‘FREDA’ acronym helps you to remember what is covered by the Act: Fairness, Respect, Equality, Dignity and Autonomy.



The Mental Capacity Act 2005 – notably the Deprivation of Liberty Safeguards (DoLS) which aim to help people who lack the capacity to maintain their independence, dignity and the right to freedom. The DoLS aid vulnerable individuals to maintain their right to dignity and equality



The Care Act 2014 – this legislation provides six key principles which should underpin all work with vulnerable adults. This includes ensuring that adults receive support that’s personal to them, chosen by them and has their consent.

What is equality, equity and diversity?

Equality means ensuring everyone has equal opportunities, regardless of their abilities, their background or their lifestyle.

Equity recognises that each person has different circumstances, and allocates the resources and opportunities needed to reach an equal outcome.

Diversity means respecting the differences between people and treating people's values, beliefs, cultures and lifestyles.

Why is equality and diversity important?

Good equality, equity and diversity practices make sure that the services provided are fair and accessible to everyone. They ensure that people are treated as equals, that they get the dignity and respect they deserve.

Equality and diversity is the idea of promoting and accepting the differences between people

