

# The Break the Cycle Manifesto

The Break the Cycle Manifesto is an action plan for all schools, primary and secondary, as we work to challenge and change the cultures that hold back BAME young people and the next generation of BAME leaders in schools and wider society.



1. **Find, identify and stamp out** the systems that create or are complicit with racism within the educational system wherever it exists – whether conscious or unconscious.
2. **Challenge** all forms of bias through becoming pro-active change agents for race equity and justice in both education and educational leadership.
3. **Empower** people to break the career ceiling blocking opportunities to progress to leadership roles in schools through funding, mentoring and training at all levels of education.
4. **Inspire** young BAME people to choose teaching as a profession.
5. **Change** the culture within primary and secondary education, eradicating the gap for BAME students through decolonising the curriculum and how it is taught.
6. **Ensure** recruitment practices are truly egalitarian for all.
7. **Multiply** the number of BAME senior leaders, head teachers and governors in schools and the wider education sector.
8. **Eradicate** the gap for BAME students entering Higher Education – including the best universities – by creating more choices, routes and opportunities for future leaders.
9. **Transform** the opportunities for BAME potential decision makers in government and other policy making organisations.
10. **Build** accountability and transparency about opportunities for career progression in education sector.
11. **Research, promote and replicate** models of BAME leadership across the education sector.
12. **Commit** to being part of the national 'Break the Cycle Movement' through meeting, connecting and working collaboratively with education providers to get the job done.

NB: Although the Break the Cycle Manifesto uses the acronym BAME (Black, Asian and Minority Ethnic) we recognise the issues around this terminology and are very much involved in the wider discussion that continues around alternatives. However, on balance, because it is widely used by government departments, public bodies, media and others when referring to ethnic minority groups, we have, with reservation, chosen to use it here.

# The Break the Cycle Local Action Plan

How to set up your own local Break the Cycle Task Group



1. Ensure that you invite BAME teaching and non-teaching staff and well as representatives of your senior leadership team to your first meeting.
2. Recognise that you will also need to create a 'safe spaces' for BAME students, as well as members of staff, to voice their experiences and views. These spaces will require an independent facilitator with a clear brief, without members of leadership being present, in order to generate the confidence needed for open and honest engagement.
3. Find appropriate ways of feeding the input from your 'safe space' groups into your **Break the Cycle Task Group**
4. Using the **Break the Cycle Manifesto** as your ongoing agenda commit to:
  - Meet at regular intervals (a minimum of once every two months).
  - Establish a small leadership executive team.
  - Always review the outcomes of your last meeting.
  - Tackle a least one of the 12 clauses of the **Break the Cycle Manifesto** each time you meet.
  - Use each meeting to establish some achievable (SMART) outcomes, which you will work towards over the coming weeks and months.
  - Publicise your work in staff rooms, corridors and in reception around your school building.
  - Invite more schools – both primary and secondary – to join you.
  - Make sure that you create and develop local alliances and good, supportive working relationships with other active BAME campaign groups.
  - Contact your Local Council Leader with your ideas.
5. Four questions for your first meeting:
  - Does the leadership of your school reflect the ethnic and gender makeup the UK?
  - If not, what are the impacts of this?
  - How will you work to rectify this situation?
  - How can you get other schools on-board with your initiative?
6. Who else can you invite or involve in your action group to add impetus?

## Break the Cycle Logo, Descriptor and quote

### 1. The Break the Cycle Kite Mark

Make sure you put the Break the Cycle Kite Mark (**logo**) and **descriptor** (below) onto your website as well as including it in all your job adverts and publicity, etc:



### 2. The Break the Cycle Descriptor

Use the phrase below to describe the aim of Break the Cycle in reports, publicity material or media releases:

**'Generating racial equity in education and educational leadership'**

### 3. Quote from Rev Steve Chalke

*"We have failed generations of BAME students. Growing up mixed-race, with an Indian father, in the 1960s, the only role models I had at school were white. The fact that kids today, 50 plus years later, are experiencing the same distorted view of our society is unacceptable. It is time to break the cycle of racism and unconscious bias. It's time for change."*

Steve Chalke, Founder of Oasis and Break the Cycle