



## Norfolk Schools of Sanctuary - submission of evidence

In Norfolk as part of the Schools of Sanctuary programme we are encouraging settings to build on the good practice they have in place to further develop their school or setting so that it is a place of sanctuary, welcome and belonging. Your contribution to making Norfolk a place of sanctuary will be recognised with the presentation of a certificate at an awards event. To receive your certificate please complete this form and return to [info@norwichschoolsofsanctuary.org](mailto:info@norwichschoolsofsanctuary.org)

N.B. This form may be shared with other interested institutions so that other settings can learn from practice your setting has developed.

Name of setting: Avenue Junior School, Norwich

Date evidence submitted: 18.02.21

Signature of head teacher: D. Dismore

Under which School of Sanctuary principles have you developed practice? Please

1

2a

2b

2c

3

**Please briefly describe how you have met the following essential criteria:**

### **LEARN – To develop a whole-school approach to being a School of Sanctuary**

The School's Board of Governors have discussed and approved the application to renew our status as a School of Sanctuary. One of the governors helped the School of Sanctuary Lead, Jake Rose-Brown, in drafting the attached document for governors which has also been shared with other schools in the network and with the national Schools of Sanctuary team.

The Schools of Sanctuary Lead delivers regular assemblies that raise awareness of the experiences of sanctuary seekers and explicitly explore our role and status as a School of Sanctuary.

In 2018-19 a group of pupils taken from across the year group formed an Equalities and Wellbeing Action Group. Several of this group co-presented with Mr Rose-Brown at the UEA Schools of Sanctuary lecture. These pupils also went to the House of Commons with the Schools of Sanctuary Lead & some members of the AJS School Council where they were given a tour and participated in a workshop about political activism which included a Q and A with the MP for Norwich South, Clive Lewis.

Many families at the school are involved in Schools of Sanctuary projects. The majority of the citizen researchers for Norfolk Welcomes in 2018 and 2019 were parents of pupils at Avenue Junior School. Several of the contributors to Norfolk Welcomes are also parents from the school community. In addition, parents have volunteered their time and skills to support Schools of Sanctuary projects in a wide variety of ways including photography, video editing, refereeing, sound engineering, website design, design work, art workshops, and more.

A team of teachers from across the school supported the Schools of Sanctuary Lead in trialling and developing resources and promoting Norfolk Welcomes in 2018 and 2019.

Several of the school's governors have played an important role in Schools of Sanctuary projects: The Chair of Governor's family business have done design work for Norfolk Schools of Sanctuary & Norfolk Welcomes free of charge. One governor has supported Schools of Sanctuary through editing and copywriting. Another governor has been a citizen researcher for NW in 2018 and 19. Our most recently appointed governor, who

is a teaching assistant at AJS, was involved in successfully lobbying the council to offer sanctuary to Syrian families under the Syrian Voluntary Person Resettlement Scheme. In addition, she supported the Syrian families who later arrived by volunteering with the People from Abroad Team.

The Schools of Sanctuary Lead delivered training to all members of the teaching staff on Schools of Sanctuary and related projects in 2018 and 2019.

The school is committed to annually marking Norfolk Welcomes with a special day where the curriculum is collapsed and all activities are focused on learning about and showing solidarity with people seeking sanctuary. The activities in class are complemented with a parent engagement session and a non-uniform day to raise funds for New Routes (this has raised more than £1000 over three years). In 2019 all children in school went home wearing a Norfolk Welcomes Refugees sticker - taking the conversation about their learning in to the community and their homes.

Through fundraising for Norfolk Welcomes and Charities Week, over the last three years, the school has raised several thousand pounds for charitable causes supporting refugees locally and internationally. We have donated to New Routes, Help Refugees and have provided funds to support the People from Abroad Team to refurbish the homes of resettling Syrians under the Syrian Vulnerable Persons Resettlement Scheme.

Our Schools of Sanctuary Lead has founded an annual inclusive football tournament for local primary schools in order to mark the Amnesty International Initiative Football Welcomes. Football Welcomes is an annual celebration of the contribution that refugees have played to the world of football in the post-WWII era. The inaugural tournament featured 4 schools and was mixed age, gender inclusive and for children who rarely participate in organised sport. Participating schools are obliged to deliver a Football Welcomes assembly and a toolkit is provided for them with a range of supplementary lessons on the theme that they can deliver. The second Football Welcomes Tournament was due to happen in April 2020 but was cancelled due to the Covid 19 crisis. The UEA SportsPark offered to host and organise the tournament and 8 schools were due to participate. Following the lifting of Covid restrictions we would like to resurrect the tournament.

Two of our more vulnerable pupils decided that for their alternative provision they would like to fix up bikes and scooters that have been donated to school and donate them to local refugee families. To date, they have repaired two scooters and one bike and we have arranged to deliver them to a local bike shop which distributes them to local sanctuary seekers.

We have organised and coordinated collections of clothes and toys for organisations who support people who have sought sanctuary – for British Red Cross in Norwich & CalaisAid.

In 2019 Year 4 were invited to fellow School of Sanctuary Wensum Junior School to take part in their history conference. The children watched the presentations and performances of the Wensum pupils and also presented in small groups on a community of refugees who had settled in Norfolk that they had researched during their International Creative Curriculum topic: Norfolk's history as a place of sanctuary. Year 4 also performed the song Boga Boga in Basque. They learned this in music lessons and it was a song which was associated with the Basque child refugees who came to England in 1937 fleeing the Spanish Civil War.

In September 2020 five members of staff took part in Concern Worldwide's Ration Challenge (<https://www.concern.org.uk/events-and-challenges/take-part/ration-challenge>). They raised more than £900 to support the organisation's work with displaced people in refugee camps.

The school is partnered with a school in Malawi as part of the British Council Dedza initiative. In 2019 one of our teachers, Dan Lowe, took part in a teacher exchange programme which saw him go to Malawi and the headteacher of our partner school come to Norwich. Off the back of that Mr Lowe organised a

series of lessons for Year 4 around Malawi and renewable energy and a very successful school fundraiser in order to initiate a solar light library scheme in our partner school. This project was completed and as there were surplus funds remaining the partner school is using this money to build an extra classroom.

At the end of Year 4's topic on Norfolk's history as a place of sanctuary in 2020 the children wrote messages of welcome to be included in the Christmas stockings being made up for a group of 48 UASC who had been relocated from Kent. The school also encouraged parents and carers to contribute gifts to the stockings.

Each time a new group of families has been settled in Norwich under the Syrian Vulnerable Persons Resettlement Scheme classes from our school have made them welcome cards. We have also continued to work with other Schools of Sanctuary to raise funds in order to buy a new double mattress for each of the families who have arrived.

### **EMBED – To mark and celebrate Norfolk Welcomes and/or Refugee Week**

Our school is currently redesigning the curriculum and we have decided to embed our commitment to being a School of Sanctuary into our new curriculum. This redesign will see conversations, activities, and/or discrete lessons that support our Schools of Sanctuary vision embedded in each year group every half term. There will also be a 6 week curriculum topic in Year 4: Norfolk's History as a Place of Sanctuary. Although this is a long-term project on which we have only just embarked, we feel like we have made a good start this year. When embedding the Schools of Sanctuary ethos into our curriculum we have taken a broad definition of what it means to be a School of Sanctuary: a safe and welcoming place for everyone. Here is an extract from our curriculum document (which is included in the appendix to this application) that sets that vision out in more detail:

*'The Schools of Sanctuary initiative aims for our school to be a safe, welcoming and inclusive place, especially for those in need of sanctuary. Its chief aim is for us to build a culture of welcome for all in school, and in the wider community, and as such the project entails more than just the learning inspired by local histories of refugee migration and lessons that build understanding of the experiences of displaced people. Any work that counters prejudice and discrimination, celebrates diversity and promotes inclusion is Schools of Sanctuary work. With this in mind our curriculum should:*

- *Be explicitly anti-racist and try to counter prejudice and discrimination of all forms*
- *Attempt to 'decolonise the curriculum'—with a greater emphasis on world history and the British Empire - including the trans-Atlantic slave trade and decolonisation*
- *Be community focused –sharing with our pupils, local people, places and histories of interest*
- *Offer a diverse & inclusive representation of the people of our community and country'*

Books featuring refugee migration have been incorporated in to the curriculum. Guided reading lessons focused on *The Journey* by Francesca Sanna and *A Storyt Like the Wind* by Gill Lewis, and a document from UNHCR have been developed in Year 4. In addition *The Boy at the Back of the Class* by Onjali Rauf is studied in English in Year 4.

We marked Norfolk Welcomes in 2018 and 2019 by devoting a whole-day of lessons to it in each year group. We also had sharing events to involve the pupils' families and the children wore non-uniform to raise funds for New Routes. In 2020 our school trialled the home-schooling resources for A Day of Welcome with children in all year groups participating.

We have been celebrating Refugee Week in school since at least 2017. This entails a whole-school assembly, signposting families to local and national Refugee Week events, and two short lessons in each year group taken from a UNHCR scheme of work.

JRB has founded an annual inclusive football tournament - Football Welcomes Tournament – for Norwich primary schools. It is mixed age and gender inclusive event for children who have not previously participated in inter-school competition or competitive football. The football tournament is accompanied by a whole-school assembly at AJS and JRB has developed accompanying lesson plans and assembly materials that are available for the other participating schools to use. See the documents in the appendix for further details.

The PTA provided a budget of £400 for picture books to support our commitment to inclusion and equality. 1/6 of the books purchased were about refugee migration or related topics. They are used in class Circle Time and assemblies.

Each Refugee Week we borrow a box of topic books from Norfolk Education Library Service and library sessions in all year groups that week are centred on these resources.

In 2018 Norfolk Record Office (NRO) developed and trialled a workshop for Key Stage 2 at our school. Entitled, Norfolk's history as a place of sanctuary, this is free workshop for schools is now one of their most popular educational outreach workshops and each year it is delivered at several schools. At Avenues, NRO have delivered the workshop each year since its development.

In 2018 we asked Strangers Hall to develop a bespoke KS2 workshop to explore the arrival of The Strangers in Norwich in the 16<sup>th</sup> century. Each year since (except 2019-20) this has been an annual school trip for one of our year groups.

The way that we recognise, respond to, report and record prejudice-based incidents has been revised and annual training carried out with teachers, teaching assistants and mid-day supervisors

In 2018 we installed a welcome display in the main entrance to the school which shows how to say 'welcome' in the more than 20 languages spoken in our school community.

In 2017 New Routes approached us and asked us to support one of their service users with a refugee background to gain experience and employment in education. We were happy to offer volunteer experience as a teaching assistant to this person and we also offered this person free school meals to support their volunteer placement. They quickly gained employment at AJS as a midday supervisor and later got a job at the school's after-school club. This individual has become a well-liked and valued part of our school community. The SoS Lead has mentored them through English qualifications and a teaching assistant qualification in this time. They have also been employed to work as a research assistant and consultant on Norfolk Welcomes/A Day of Welcome. We are still hoping to support them to gain employment as a teaching assistant at our or another school.

### **SHARE – To be an active part of the local Schools of Sanctuary network**

We have a section on our website dedicated to our Schools of Sanctuary work.

<http://www.avenuejuniorschool.org/about-us/school-of-sanctuary/>

To mark Norfolk Welcomes 2019 Year 4 collaborated with pupils at Hellesdon High School to create a giant wall-hanging inspired by their half-termly topic: Norfolk's history as a place of sanctuary. It was displayed in several locations throughout the city for Refugee Week and you can watch the short documentary made by Hellesdon High pupils about the wallhanging here: [A Patchwork of 'Strangers' - Norfolk Welcomes 2019](#)



Our status as a School of Sanctuary is included prominently in the school prospectus which is shared with the parents and carers of all pupils and prospective pupils.

Our Senior Management Team have been extremely supportive of the initiative, dedicating time and resources to our work as a School of Sanctuary and also agreeing to release Jake Rose-Brown, the Schools of Sanctuary Lead to attend meetings and work on projects for the wider network.

In 2017-18 and 2018-2019 AJS hosted two Schools of Sanctuary information meetings each year to encourage and support other schools in becoming Schools of Sanctuary.

In collaboration with Jake Rose-Brown, Norfolk Education Library Service have developed a reading list for KS1-KS4 to support schools in becoming Schools of Sanctuary which is shared on the Norfolk Schools of Sanctuary website and with interested schools.

Jake Rose-Brown is a member of the national Schools of Sanctuary steering committee.

Avenue Junior School was the featured school in the national Schools of Sanctuary newsletter in January 2021.

Our School of Sanctuary Lead has worked with Amnesty International to develop resources for Norfolk Welcomes. He presented on School of Sanctuary and Norfolk Welcomes at the Amnesty International Human Rights in Education conference in Liverpool. He joined the Amnesty International Teacher Advisory Group in 2019 and uses this platform to promote School of Sanctuary and City of Sanctuary.

Our School of Sanctuary Lead attended the Norwich City of Sanctuary Annual Celebration event in 2019 and 2020 at Norwich Arts Centre. Jake Rose-Brown spoke in 2019. Avenue Junior School Chamber Choir performed at the event in 2020 and two pupils presented on Schools of Sanctuary at Avenue Junior School.

Jake Rose-Brown co-presented on Schools of Sanctuary with Avenue Junior School pupils to a group of 50-70 visiting international teachers in summer 2019 for Norwich Institute of Language Education.

In 2018 and 2019, our School of Sanctuary Lead worked alongside a small group of Avenue Junior School pupils to present a lecture about School of Sanctuary to all of the Primary PGCE students at the UEA. The

relationship has developed to see UEA School of Education become more involved in supporting Norwich City of Sanctuary. In 2020 the lecture was delivered remotely and Jake Rose-Brown was a contributor.

Jake Rose-Brown founded Football Welcomes Tournament – an annual inclusive football tournament for Norwich primary schools (in 2019, four schools participated. In 2020 it was due to be hosted by UEA SportsPark and for 8 schools to participate). We hope to resurrect it in 2022.

Our Schools of Sanctuary Lead presented alongside AJS pupils at the VNET conference on inclusion in 2019.

Avenue Junior School hosted Emma Skeet for a family art workshop attended by approximately 30 pupils and their family members. In the workshop participants used textiles to make butterflies which were later shared with asylum seekers being held in a detention centre in the UK.

For Refugee Week 2019, Jake Rose-Brown organised a concert at the Octagon Chapel involving pupils from 4 schools (including AJS) in the local network. Each school performed songs that they had devised inspired by stories of migration in collaboration with The Common Lot for Come Yew In! the previous summer. Money was raised to support New Routes

Amnesty International have used Norfolk Welcomes as an impact case study for the Teacher Programme in which Jake Rose-Brown participated in 2018.

Our School of Sanctuary Lead has been a member of the Norwich City of Sanctuary Steering Committee and the Award Committee but has recently stepped back from these roles.

For Norfolk Welcomes 2019, a short video was made which mostly features pupils from our school saying 'welcome' in their home language. This was used as a resource and shared with participating schools as well as online. It can be seen halfway down this page: <http://www.avenuejuniorschool.org/about-us/school-of-sanctuary/>

When Year 4 performed at the Norfolk Music Festival in St Andrew's Hall in 2019 they sang two songs inspired by our Schools of Sanctuary status and we shared some information about why we choose them to the audience. This was a particularly fitting venue as this church is associated with The Strangers. One of these songs, Boga, Boga, is in Basque and our rendition of it is hosted on the Havens East website here: <https://havenseast.org/no-162/>

**Now briefly describe any other work that has taken place to further develop your setting as a place of sanctuary, welcome and belonging.**

Following the Grenfell Towers fire, each class in school created a card of condolence which were then sent to local primary schools in the affected community.

Our school has been involved in helping to form a local group of schools committed to antiracist education. Avenue Junior School has incorporated a commitment to antiracism into its School Development Improvement Plan for 20-21.

We have created a new paid position in school, Inclusion Champion, their responsibilities include promoting inclusion and supporting vulnerable children and families.

## **What difference has working towards being a School of Sanctuary made in your school?**

We have recruited several NQTs who studied at the UEA in the last two years who said in interview that one of the reasons that they applied to AJS was due to our championing of Schools of Sanctuary.

Our many Schools of Sanctuary initiatives have been a real focus for the involvement of parents and carers in the life of the school. In our recent consultation on antiracism, many parents and carers identified the schools School of Sanctuary work as a strength.

Since we started this journey, being a School of Sanctuary has become a key part of our vision and values and how we share and express them in the wider community.

Since becoming a School of Sanctuary we have successfully welcomed two refugee students into our community. We hope to be able to offer places to more should the opportunity arise.

Our recent Ofsted report highlighted our Schools of Sanctuary work:

*'The school's work on supporting others is a strength and develops a high sense of moral purpose in the pupils. The school is a 'School of Sanctuary' and pupils talk clearly about how they should welcome new pupils and visitors. They respond to current events, recently holding an afternoon dedicated to protesting climate change. A real sense of moral duty is clear from pupils' description of this. Pupils are well prepared to be active citizens through involvement in many groups, such as the eco-council, the equalities and well-being group, Amnesty International.'*

OFSTED Inspection report: Avenue Junior School, 27–28 March 2019

## **Identified next step or action with date for completion:**

The Schools of Sanctuary section on the school website needs updating – before the end of the academic year.

An action plan to be developed and staff training to be planned to support the school's commitment to antiracist education – July 21.

We are in discussions with Norfolk County Council and hope to offer another volunteer placement to someone locally with lived experience of seeking sanctuary.

It would be good to develop an enhanced induction and support package for refugee students and their families. For example, we could arrange for all of our refugee students to where necessary have an interpreter at parents' evenings to help with communication between teachers, student and family members. We could work more closely with the 'key workers' of refugee families to help them integrate into the school community – Jul 21

Reflect on and evaluate the school's link with the Malawian school from an anti-racist perspective. Are there elements of white saviourism and neo-colonialism in this relationship and how it is presented to the children? If so what can we do to rectify this? To be considered with external support in 2021-22.

Although we have looked at Schools of Sanctuary and related issues in several staff meetings in the last three years, it would be beneficial to update this training and to do it with all staff as soon as possible – discuss and plan with SMT.

We have begun to embed the Schools of Sanctuary ethos into our updated curriculum.; however, this a long term project and one that has been interrupted somewhat by the pandemic - progress needs to be reviewed at the end of the year.

Our Schools of Sanctuary Lead has worked with Dr Jeanette Baxter of Anglia Ruskin University to develop a toolkit to support other regions to develop their own projects similar to Norfolk Welcomes. In 2021 there should be small number of schools in both Cambridgeshire and Essex involved in their own day of learning and solidarity. The toolkit is included in the appendix.

*Please note that additional evidence can be submitted alongside this application. Lesson plans, schemes of work, photos and other evidence of Schools of Sanctuary activities will all strengthen your application and are further evidence of a willingness to share your good practice with other schools in the network.*

### **Parent testimonials**

*'I think SoS is hugely important to the school and to the local community. At a time when tensions are running high and incidents of hate crime have spiked, it is great for children to learn about our diverse local history, about inclusivity, the experiences of others and through this learn to have empathy with other people - creating a welcoming environment for everyone. For my daughter, it has also helped her to feel empowered - she is very interested in politics and global issues, the downside of this is that she can feel overwhelmed and frustrated which in turn can impact on her wellbeing - SoS is an excellent example of a global problem with a local solution - and children are shown how they can make a positive difference which I feel is really beneficial for their mental health. Giving children challenging opportunities (such as presenting to adults) has helped her to grow in confidence and to understand that small people can be listened to and can have an impact. I also wanted to say how inspiring I found your "School of Sanctuary" presentation to PGCE students was perfectly pitched. The student teachers behind me found it were moved to tears by the artwork and poetry- so hopefully they will go on to implement similar projects in their own school! Thank you for the opportunities that you are giving children through this work.'*

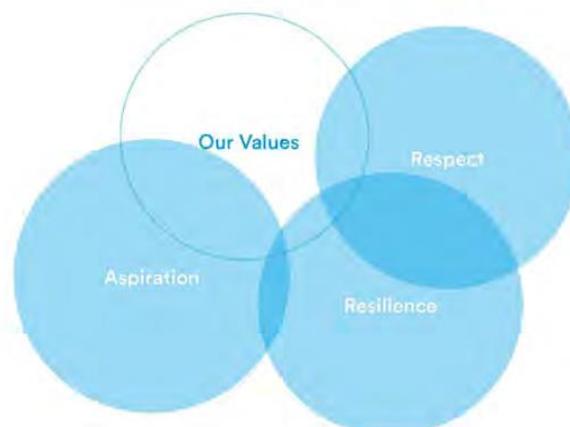
Rachel Paley, parent of Mia and Assistant Head of Learning and Teaching at UEA

*'I salute you for the great work Avenue Junior School have done on the theme of refugees. It is very comforting to see such a positive, welcoming and humanitarian attitude encouraged in young children on this subject at a time when we are bombarded with so much negative news concerning the refugee crisis. I was very touched by the film you and your colleagues have made with the children.'*

Brande Wulff, parent of Vida

### **From the school prospectus:**

Avenue Junior School is proud to be a School of Sanctuary.  
We strive to be a welcoming and inclusive school where all members of the community share our values.



## **Appendix contents**

- Avenue Junior School Curriculum overview 20-21
- Becoming a School of Sanctuary – info for governors
- Photos from Football Welcomes Tournament 2019
- Football Welcomes Tournament overview 2020
- A Day of Welcome toolkit