



City of Sanctuary UK

Application for Reaccreditation of Sanctuary Award

Name and type of organisation:	Avenue Junior School	
Town / City you are based in:	Norwich	
Name / position of lead applicant:	Jake Rose-Brown	
Job Title of lead applicant:	Schools of Sanctuary Lead Avenue Junior School Diversity, Equality & Inclusion Lead Heigham Community Federation	
Contact (phone no. and email):	01603 441034	
Date of application:	February 2024	
Name of local City of Sanctuary group if relevant	Norwich City of Sanctuary	
Please put an 'X' this box if you are happy for your application to be shared with other organisations applying for sanctuary awards	<input checked="" type="checkbox"/>	
<p>Please provide a summary of your organisation's context and demographics (including location, type of school and EAL data). What is the involvement of people seeking sanctuary (staff, pupils, visitors, etc), and explain how this may have changed since your last recognition:</p> <p>We are a large local authority maintained junior school in central Norwich. 19% of our pupils are EAL learners and we have 40+ languages spoken by the families in our community. We became a School of Sanctuary in 2017 at which time we had no refugee pupils. Since then, we are proud to have welcomed and supported many refugee pupils and their families (see evidence section for additional info of this support)</p>		

- We recruited a Ukrainian volunteer in 22-23 who speaks Russian and Ukrainian and she has now become a paid member of staff – she is now a classroom assistant in Y4
- One of our members of staff came to the UK as a refugee from Iran. She had a wealth of experience in education in Iran and volunteered at the school for several years. She is now a paid member of staff – classroom assistant and MSA. She also is part of the Norwich City of Sanctuary Award Appraisal Team and is a key part of the Experts by Experience Advisory Group for A Day of Welcome: <https://www.unhcr.org/uk/news/stories/norwich-refugee-teacher-helps-forcibly-displaced-children-belong>
- In the last three years we have taken part in several live online events that have been led by people with lived experience of seeking sanctuary in the UK. In 2022-23 for example we hosted Dina Nayeri (Y3,4,5 and 6), Omar Mohamed (Y5 and 6), and Refugee Voices with Naktallam (Y3 and 4)
- In 2021 New Routes (local NGO supporting refugees & asylum seekers) led federation training to develop and embed our Schools of Sanctuary work.
- One of our parents, who themselves has lived experience of forced displacement, is part of the experts by experience advisory group for A Day of Welcome and helps to shape the strategy and aims of the initiative.

Preferably based on the feedback of your last appraisal, what aspects of sanctuary principles have you prioritised to develop since your last award recognition:

Enhanced induction for refugee pupils

We have developed an enhanced induction for pupils and families who are refugees and asylum seekers. This means that we are better equipped to support these families to settle and for us to develop relationships with them so that we can more quickly and effectively identify and plan for their needs.

EAL provision & award

All of our refugee pupils are EAL learners. Alongside this in recent years the school has seen an increase in the number of pupils in school who are EAL learners and particularly those who are new to English. Consequently, between 2021-2023 improving EAL provision was a priority for the federation of which the school is a part. This work was wide ranging and culminated in the school achieving Norfolk County Council's Inclusive EAL Award to recognise improvement and good practice with regard to our EAL provision

Embedding the Schools of Sanctuary Principles in the curriculum

We have mapped out where in the curriculum work that is supportive of the Schools of Sanctuary ethos happened and looked for opportunities to embed and develop these strands of work.

Staff training

Staff training is a crucial part of our whole school commitment as a School of Sanctuary. See criteria 1 for details.

Supporting the expansion and development of Schools of Sanctuary locally and nationally

Since 2017 the schools in our federation and their staff have been a catalyst for the emergence and growth of the Schools of Sanctuary network in Norfolk. In the past 3 years the SoS lead at Avenue Junior School has instigated and overseen a transition to Norfolk County Council facilitating and administering the school award in the county. This should ensure the expansion and long term sustainability of the school stream in Norfolk. In addition, over the last few years many staff, pupils, parents and carers have contributed to the development of A Day of Welcome - an educational initiative of which the SoS lead at Avenue Junior School is a co-founder. In June 2023 A Day of Welcome saw 531 UK schools participate in activities centred on building a culture of welcome for refugees and asylum seekers. In 2023, our Schools of Sanctuary Lead was nominated for a Norfolk County Council Flourish Award in recognition of their work in supporting the development of the local Schools of Sanctuary network.

Anti-racism at Avenue Junior School

The murder of George Floyd in 2020 was the catalyst for the school to reflect upon the work that we undertake relating to race and racism and to recognise that it needed to be a priority for us to focus on. Since then anti-racism has annually been included on the school's, and more recently the federation's, development and improvement plan. This commitment has led to significant staff training, curriculum development and community work. In addition the school has reviewed and revised several school policies and protocols so that they better reflect our anti-racist ethos and our status as a School of Sanctuary. You can find out more about the school's anti-racist work [here](#).

Update to our school website

The Schools of Sanctuary section on the website has been updated since our 2021 award and can be found [here](#).

Link to Website page with information about your

Can be found [here](#).

commitment to the sanctuary vision	
Using the 3 principles of the sanctuary award, please briefly note how you have continued to achieve these principles and the minimum criteria since first being recognised, highlighting new efforts and/or practices.	
Learn	<p><i>1. Training and education opportunities are provided for school staff & management on refugee, asylum and migration issues.</i></p> <p>2021-22</p> <ul style="list-style-type: none"> • Federation training led by New Routes (local NGO supporting refugees & asylum seekers) developing and embedding our Schools of Sanctuary work. Involved all teaching staff from both schools in our federation. <p>2022-23</p> <ul style="list-style-type: none"> • 'Healing Classrooms' training (3x 90 minute) by International Rescue Committee completed by 2 teachers • Refugee Education – Supporting Afghan and Ukrainian pupils. Attended by 4 teachers in total • EAL CPD. Significant programme of training for all staff and specifically for EAL team to support improved EAL provision (see Inclusive EAL Award application for more details) <p>2023-24</p> <ul style="list-style-type: none"> • Trauma-informed practice by Norfolk County Council. Involved all staff from both schools in our federation. • Schools of Sanctuary & the curriculum at AJS by JRB. Embedding SoS principles throughout the curriculum. Developing a Sanctuary literature spine AJS staff meeting – Nov 23 • The governing body of our federation have reviewed & ratified our commitment to being Schools of Sanctuary. Dec 23 <p><i>2. Evidence of refugee/asylum/ migration learning activities are incorporated into school life and <u>at least one example in the curriculum, across the key stages.</u></i></p>

	<p>A Day of Welcome marked annually We mark A Day of Welcome in June by collapsing the curriculum for the day. This has been part of the school calendar for 6 years now. On this special day, all pupils in school have a whole day of learning centred on migration, forced displacement and building a culture of welcome.</p> <p>Schools of Sanctuary in the curriculum Interpreting a School of Sanctuary as one in which everyone feels safe, welcome and included. We have planned, embedded and mapped learning which contributes to this aim throughout the curriculum. See the working document that maps out this work in our appendix.</p> <p>Schools of Sanctuary literature spine This year we have started to develop a Schools of Sanctuary literature spine. The aim is for children in each year group to study high quality texts relating to forced displacement that will support their understanding of the issues.</p>
Embed	<p><i>3. The school must demonstrate how it has embedded the concept of welcome and inclusion in school policy, practice and culture.</i> (If you have received additional funding for any refugee pupils please outline some of the ways in which this funding was used)</p> <p>Effective use of additional funds for refugee pupils Over the last few years, we have become better at making the most of additional government funding to support these families. Examples of how we have used this money are: to buy laptops to support home learning and tablets to support learning in class; additional after-school English lessons; Forest School provision for a group of forcibly displaced pupils; additional pastoral support using pupil's home languages; a mural art project to engage parents of refugee pupils; improved EAL resources and provision; and bilingual books and dictionaries. In addition, we have tried wherever possible to maintain equity of provision for our one Ukrainian pupil who had no entitlement to additional funding due to the manner in which they came to the country – an example of this is the purchase of a laptop for them to use at home.</p> <p>Antiracism policy</p>

We now have an anti-racism policy to support and drive this aspect of our Schools of Sanctuary work. A practical example of how this policy has influenced practice is the adoption of The Halo Code to combat prejudice and discrimination faced by people with Afro hair.

New response to racist incident protocol

In 22-23, in response to feedback from a group of parents involved in our anti-racism working party. We reviewed and revised how we recognise, respond to and report racist incidents.

Sharing & celebrating of home languages

We have worked hard to become more aware of the languages in our community and to share and celebrate them. For example, we have a new display in our school reception which includes 'welcome' in the 41 languages spoken in school. In 2022 both schools in our federation held a Festival of Languages.

SoS Lead formalised

The role and responsibilities of the SoS Lead have been written in to the job description of the relevant member of staff.

The Sanctuary Library

We have established a family lending library called The Sanctuary Library. This library has more than 300+ books all chosen to support our drive to promote diversity, inclusion and equality. This library includes an anti-racism section for parents/carers and staff to borrow from.

Murals

Two new playground murals have been created. In the main playground there is a giant world map with the City of Sanctuary figures either side of it. This was designed and painted as part of a project to share and highlight the many countries that our community has connections too. There is also a new mural in the pirate ship area. This mural replaces a previous mural which didn't reflect the racial diversity of the families in our community.

4. Recognition of and participation in the annual Refugee Week or other annual/ regular celebratory events which highlight the contribution of people seeking sanctuary and migrants to the UK.

Refugee Week & A Day of Welcome

Marked annually with a series of lessons, activities, comms, and fundraising that aims to involve the whole community – staff, pupils and their families in these celebrations.

Black History Month

Marked annually with a series of assemblies, comms and class learning.

Wear Red Day organised by Show Racism the Red Card

Since 2022 we have marked this with a non-school uniform day, whole school assembly, lessons in each year group and comms for families.

International Mother Language Day

Since 2022, we have marked this with a whole school assembly and comms for families which share and celebrate community languages.

5. Commitment to supporting age-appropriate active pupil voice on sanctuary and welcome/welcoming activities in the school.

Welcome group

In 22-23 a focus group was organised and the children were asked to think about how we can do a better job of making pupils who are new to our school feel more welcome. All of the pupils had experience of joining AJS from a different school and/or country. One of the pupils came to the UK as a refugee.

Annual SoS lecture

For the past 5 years, our SoS Lead has given an annual lecture about Schools of Sanctuary to Primary PGCE students at the University of East Anglia. Most years this involves some of our pupils co-presenting and explaining what it means to them for us to be a School of Sanctuary.

Being a Buddy – International Rescue Committee

This academic year we are trialling a new peer support initiative. Each class in Y5 and Y4 has a Class Buddy. This person is responsible for supporting any new pupils who

	<p>join the year group and helping them to feel welcome and included. They receive training designed by International Rescue Committee to support them in this role.</p> <p>DICE group & Parliament</p> <p>Since 2022 we have had a pupil voice group that runs parallel to our school council. Part of the remit of the Diversity, Inclusion, Campaigns & Equality (DICE) group is to think about how to make the school a more welcoming and inclusive place. In 2022 the DICE group visited the Houses of Parliament to learn about political campaigning.</p>
Share	<p><i>6. A public commitment to the City of Sanctuary vision of welcome, including the endorsement of the City of Sanctuary charter which can be done via signing the City of Sanctuary organisation pledge. This pledge should be included on the school's website and in a public space in the school.</i></p> <p>We have signed the City of Sanctuary pledge and the pledge is included on the school website here.</p> <p><i>7. The school publicly highlights its activities in support of welcome and inclusion and works to extend welcome beyond the school setting.</i></p> <p>UNHCR article about our Schools of Sanctuary work https://www.unhcr.org/uk/news/stories/norwich-refugee-teacher-helps-forcibly-displaced-children-belong</p> <p>Fundraising, collections & awareness raising with staff and parents/carers</p> <p>One of the ways in which we involve our staff, parents and carers in our Schools of Sanctuary work is through regular fundraisers and collections. Since 2021 we have raised more than £2500 for Welcome Wheels – a local initiative that provides bikes and cycling proficiency training to refugees and asylum seekers. Last summer we also raised more than £200 for the national Schools of Sanctuary programme by selling sunflower seedlings. In addition, we have run winter coat collections for Care for Calais and in conjunction with Norwich City of Sanctuary.</p> <p>SoS at AJS video</p>

In 2021 a short film was made highlighting what it means for our school to be a School of Sanctuary. This is housed on our school website:

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

8. Commitment to on-going engagement with and support of the Schools of Sanctuary stream. This may include sharing resources, ideas and achievements via the school's website or the City of Sanctuary website, and/or with other local/regional schools.

Supporting the local authority in the facilitation of the Schools of Sanctuary award in Norfolk

Under the leadership of the Schools of Sanctuary Lead, Norfolk County Council have now taken over the administration of the Schools of Sanctuary Award in Norfolk. The school supported this by allowing the School of Sanctuary Lead to be released from their role one day a month over a two-year period in order to work with Norfolk County Council to manage the transition to local authority control.

Supporting A Day of Welcome

The school has an agreement with Anglia Ruskin University which sees the Schools of Sanctuary Lead released from their class teaching responsibilities for one day a fortnight in order to organise A Day of Welcome. Without this support from the school, the initiative would not be possible. Last year 532 UK schools participated in A Day of Welcome, building a culture of welcome for refugees and asylum seekers.

Promotional photos – available for national SoS team to use

In 2023 a parent volunteer did a photoshoot for the school in order to produce some photos that could be used to promote A Day of Welcome and the Schools of Sanctuary initiative. Comprehensive permission was sought so that these photos can be used by the national Schools of Sanctuary team for promotional work or press.

School support

In the past few years, we have hosted colleagues from local schools who are interested in becoming Schools of

	<p>Sanctuary - Earlham Nursery, Angle Road Junior, Rackheath Primary, Great Ellingham Primary. In addition, the Schools of Sanctuary Lead regularly contributes to the Norfolk Schools of Sanctuary Google Group offering support, resources or advice to colleagues in the local SoS network.</p> <p>Supporting the SoS award accreditation process locally</p> <p>The SoS lead, a parent and another member of staff (two of whom have lived experience of forced displacement) have all supported the local network by joining the local award committee. Over the last few years this team have supported with the appraisal of several school's applications.</p> <p>British Council event</p> <p>In November 2023, the Schools of Sanctuary Lead was invited to present in a live webcast run by the British Council as part of their EU UK Stronger Together programme. The focus of the webcast was refugee integration and the event involved young people (15-18 years old) from 40+ schools from across Europe. The aim was to inspire the participants to become changemakers for refugee integration in their own community.</p>
Any other comments	
How does your organisation intend to build on your achievements over the next 3 years in order that your award is renewed?	
<p>Build on pupil voice and involvement</p> <p>We would like to create more opportunities for the children to contribute meaningfully to shape our SoS work, especially those children who themselves have lived experience of displacement.</p> <p>Being a Buddy – International Rescue Committee</p> <p>If the trial is successful, role this initiative out to the whole school and embed it within our practice.</p> <p>Continue to embed SoS principles in the curriculum</p> <p>Continue to develop the strands of work within our curriculum which support our ethos as a School of Sanctuary. Develop and embed a SoS literature spine – possibly as part of the No Outsiders approach.</p>	

Closer collaboration across the federation

It would be beneficial to our refugee families who have children at Avenue Junior and our feeder school Rec Road Infant if we worked together more closely – improved communication, joint SoS projects, etc.

See our audit for additional details and other areas to potentially develop.

Please identify one area of good practice in your setting that you would like to share with the local Schools of Sanctuary network.

Fill out a [School Case Study Template](#) and email it to info@norfolksos.co.uk

SoS Lead formalised

The role and responsibilities of the SoS Lead have been written into the job description of the relevant member of staff.

Signed by the lead applicant:

Jake Rose-Brown