

NASUWT Anti-Racism Action Plan

NASUWT Big Conversation on Securing Racial Justice

1. At Annual Conference 2021, a 2b motion on Securing Racial Justice and Anti-Racism at Work was passed for implementation by the National Executive Committee.¹
2. The motion mandates the Union to undertake a series of specific actions for securing racial justice in the workplace as well as within the NASUWT through its systems, processes and policies:

Conference endorses the NASUWT 'Big Conversation' on racial justice at work and in the Union, and endorses action by the National Executive to:

- a. lobby governments and administrations to hold them to account on their statutory obligations for eradicating all forms of racial disparities;*
 - b. campaign for an independent public inquiry into the impact of the Government's actions during the pandemic on racial justice at work and in the education system;*
 - c. give voice to the everyday racism that Black members face in the workplace and ensure these experiences are integrated into the Union's organising, bargaining and campaigning priorities;*
 - d. eradicate racial disparities within the Union's structures and*
 - e. organise meetings for all members across the UK to continue the 'Big Conversation'.*
3. In 2021, all National Executive members were charged with hosting discrete Big Conversation meetings with members in their regions and nations to discuss how the Union should address racial injustices in the workplace as well as within the Union. A Big Conversation toolkit was provided for each region and nation to guide them through the process for engaging with members on securing racial justice.

¹ NASUWT 2021 Annual Conference 2b Motion, Securing Racial Justice and Anti-racism at Work.
www.nasuw.org.uk/BigConversation

4. All regions and nations were encouraged to host an additional and discrete meeting for its identified Black members to give voice to their experiences of everyday racism and to provide a safe space for them to express their concerns.
5. During 2021, a union-wide survey of members was conducted to provide a barometer of members' views on securing racial justice and to complement and inform the Big Conversation events.

Wider Context

6. The NASUWT has been leading the fight for racial justice for many years. The Union has a long and proud history of tackling all forms of discrimination and injustices and believes that for the education system to be truly inclusive and equitable, these inequities should be rooted out wherever they are found.
7. Evidence of racial discrimination and injustice is not new to the NASUWT. Following the 1999 MacPherson report into the racist murder of Stephen Lawrence, the Union produced a seminal report Education and Race outlining what schools and employers should be doing to address the recommendations for education institutions on dealing with racist incidents.
8. In 2005, the Union adopted the TUC Model equal opportunity clause and amended its Rules to incorporate a specific object *'to oppose actively all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, class, colour, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic'*.
9. In 2009, research evidence commissioned by the Union showed that institutionalised racial discrimination was preventing black and minority ethnic teachers from getting in and getting on in terms of access to jobs and to promotion².
10. The NASUWT has continued to gather evidence on the impact and outcomes of racial disparities on Black teachers and school leaders as well as the education system. In 2016, a joint report with the Runnymede Trust Visible Minorities, Invisible Teachers³ revealed even more evidence on the extent of the problem of racism in schools and colleges. The report showed:
 - a. a strong evidence of everyday racism in schools and colleges and that the culture of racism is pervasive for BME teachers;
 - b. a chronic shortage of BME teachers in relation to the BME pupil population
 - c. racial disparities in leadership roles
 - d. racial disparities in pay and progression
 - e. discrimination and unequal treatment starts early in teachers' careers

² McNamara, O. et al (2009), The Leadership Aspirations and Careers of Black and Minority Ethnic Teachers.

³ NASUWT and Runnymede Trust, (2016), Visible Minorities, Invisible Teachers – BME teachers in the Education system in England.

- f. two thirds of BME teachers were considering leaving the teaching profession

11. The Runnymede report's recommendations included three broad themes:

- an urgent need to challenge all forms of racism in schools and across the education system;
- meaningful actions to close the gap between equality policies and practice
- the need for a national conversation about racism in the education system

12. In 2016, the Act for Racial Justice campaign was launched as a direct response to the systemic incidences of racial disparities reported by NASUWT Black members. The campaign was launched as a response to findings by the Union showing that Black teachers continue to lag behind their white colleagues and are discriminated against and marginalised over such things as pay progression, access to CPD and promotion prospects.

13. Black members attending the annual programme of consultation conferences continue to describe their experiences of everyday attempts to devalue and deny their existence and question the validity of their thoughts while detailing reports of everyday racially motivated micro aggressions.

14. At the 2020 Black Members' Consultation Conference it was revealed that:

- a. one in four Black teachers say racism in the workplace had got worse since the start of the COVID-19 pandemic;
- b. two thirds said that their employer had failed to address the specific and increased risks that Black staff face from COVID-19;
- c. more than half of Black teachers said that they had experienced verbal or nonverbal actions demeaning to their racial heritage or identity;
- d. around half of those surveyed said they were not confident about reporting racial discrimination, racial bullying or racial harassment to their employer because they felt they would not be taken seriously, or supported, or because they believed they would be victimised by their employer.

15. Successive governments and administrations have undertaken numerous reviews which have echoed the findings of NASUWT evidence on racial injustice. These include the Race Disparity Audit, MacGregor-Smith review on workplace inequalities, and the Lammy Review into the criminal justice system, to name a few, with hundreds of actions emanating from these reviews, but little or no tangible improvement to the lives and life chances of Black and other minority communities.

16. NASUWT Black members have also expressed concern at institutional racist practices, policies and behaviours within the Union that act as a barrier to their participation and progression.

17. Nearly half of those surveyed said that they were either not confident or unsure that they would receive effective support from the Union if they raised an issue of discrimination or harassment from another member.
18. One in five said they had felt unsafe or uncomfortable at an NASUWT meeting and nearly a third believed that Black members were not encouraged to take up key positions within the Union, locally or nationally.
19. Black members have urged the Union to hold a mirror up to its own practices and procedures on racial justice and to have systems in place to support their participation and engagement in the NASUWT and to demonstrate that we are committed about doing so.

TUC Anti-Racism Taskforce

20. The TUC Anti-Racism Taskforce was established at TUC Congress in September 2020 to fight against racism and racial injustice in the workplace and take action through policy development, organising, campaigning and bargaining to secure positive change.
21. The TUC has invited every affiliated union to consider how they can contribute to the delivery of a comprehensive programme of action on anti-racism. The NASUWT is fully committed to the principles and actions of the TUC Anti-Racism Taskforce and demonstrating its commitment to challenging institutional racism and discrimination at work and within the Union.
22. The NASUWT is fully engaged in the Taskforce workstreams adopted for securing change by and throughout the trade union movement:
 - public policy
 - organising
 - collective bargaining
 - unions as employers
23. In March 2022, The National Executive Committee committed to responding to the TUC Anti-Racism Action Plan by inviting all Standing Committees to discuss and consider how the Union should address the specific questions outlined in each of the four work stream areas for reporting back to the TUC.
24. It is envisaged that the NASUWT Anti-racism Action Plan will identify and incorporate the key priorities for implementation of the TUC Anti-racism Taskforce Action Plan.

Online Survey Results

25. The online survey for the NASUWT's Big Conversation on Racial Justice revealed some stark and disturbing evidence to which the Union has asked the Government and employers to respond:

- a. nearly three quarters (73%) of Black members had experienced or witnessed racial discrimination or harassment in their workplace;
- b. only one quarter (25%) of members felt that enough was already being done in schools and colleges to promote racial justice;
- c. just 21% of all members told us they had received specific training on racial equality in the past two years;
- d. nearly 50% did not believe that schools/colleges were doing enough to promote racial justice;
- e. nearly 70% said that they would not have the confidence to report racial discrimination, bullying or harassment to their employer if they experienced or witnessed it.

26. In response to the question on what more the Union should be doing to encourage/support more Black members to be active within the Union.

- a. nearly 30% asked for opportunities to shadow others in leadership roles;
- b. over a quarter asked for dedicated training to support Black workers;
- c. 28% percent asked for further publications and advice to support Black workers.

27. A national Big Conversation support team was established and a dedicated mailbox was set up for members wishing to further engage with the Union on issues related to the actions required for securing racial justice. In addition, a dedicated Big Conversation webpage was established hosting materials and relevant resources to support the Big Conversation events with specific branding.

28. Big Conversation events took place throughout 2021 and 2022 in the following regions/nations. These were a combination of general meetings with all members and a few were able to also host safe-space meetings with their Black members:

- Eastern
- East Midlands
- Greater London
- North East
- North West
- Scotland
- South East

- South West
- West Midlands
- Wales
- Yorkshire and Humberside

29. Regions and nations were invited to report back on their findings to inform a National Action Plan on Anti-Racism for review by the National Officers and Equal Opportunities Committee and for adoption by the National Executive. Reports were received from five regions/nations on the outcomes of their Big Conversation discussion and suggestions for informing the Action Plan.

30. There were a number of innovative outcomes from some of the Big Conversation events. These included the establishment of the first Black members network in the West Midlands region; commitment for a similar informal support network in NASUWT Cymru; greater member engagement in the Scottish Government Race Equality and Anti-Racist Education Programme and linking the work on securing racial justice to the existing Show Racism the Red Card Ambassador training programme in the North West.

31. Discussions took place at the 2022 NASUWT Black Members' Conference on the outcomes of the Big Conversations events with views sought on what priorities should be included in the Union's Anti-Racism Action Plan.

ACTION PLAN

32. The National Executive is committed to addressing the above outcomes of the Big Conversation events and has identified a series of actions for progressing the Union's work on securing racial justice.

33. The Union has underscored the Objects set out in the Rules with a clear statement of commitment to anti-racism as follows:

- a. ***The NASUWT is committed to anti-racism and to rooting out racial prejudice, inequality, discrimination, injustice and hatred at all levels within our Union.***
- b. ***We are committed to anti-racist action that will consciously and proactively challenge, oppose and seek to eradicate institutional and systemic racial injustice and inequality.***
- c. ***We are committed to anti-racist action that ensures we have a working environment where racism is not tolerated, where staff and members from all backgrounds are confident and committed to tackling racial prejudice, discrimination, harassment and exclusion, and where diversity is welcomed, celebrated and promoted.***

- d. We are committed to anti-racist action that is rooted in transparent use of data about the treatment, experiences and viewpoints of Black staff and members.***
- e. We are committed to anti-racist action that is focused on campaigning for racial justice within the Union and across wider society, both nationally and internationally.***
- f. We are committed to anti-racist action that involves training and developing our people to challenge and confront racism.***
- g. We are committed to reviewing, evaluating and improving our actions as an anti-racist union, in consultation with our staff and our members.***
- h. We expect to be judged by our intent and by our actions.***

Campaigning and Collective Bargaining

- 34. The Union will commit resources and ensure there is sufficient capacity for challenging the causes of systemic racism through lobbying of Government, administrations and holding employers to account for advancing equalities and tackling all forms of discrimination.
- 35. The National Executive will undertake further and aggressive campaigning and lobbying to address the growing ethnicity pay disparities in teaching, including the introduction of mandatory race pay-gap reporting across all of the UK.
- 36. The National Executive will tackle insecure and precarious employment conditions that impact disproportionately on Black members, in particular supply teachers.
- 37. The National Executive will continue to work with TUCs on holding the Government to account in respect of the Independent COVID-19 Public Inquiries.
- 38. The National Executive will equip all negotiators with the skills on how to advance racial justice work with employers and hold them to account in the context of the Equality 2010, Public Sector Equality Duty and equalities legislation within Northern Ireland;
- 39. The National Executive will continue to lobby for the fair recognition of overseas teacher qualifications and provide dedicated employment support for overseas trained teachers.
- 40. The National Executive will collect data by ethnicity and other protected characteristics on accidents, incidents, assaults and health issues.

41. The National Executive will identify and address issues of cultural differences that impact disproportionately on Black workers within health, safety and welfare policies and practices.
42. The National Executive will collect and monitor equalities data within NASUWT wellbeing surveys to ascertain any differential experiences of employees from different racial backgrounds and other protected characteristics.
43. The National Executive will review guidance on teachers without a permanent classroom base and include consideration of protected characteristics, including race.
44. The National Executive will engage with the Health and Safety Executive to ensure all guidance and ACoPs are equality impact assessed.
45. The National Executive will produce regular bulletins on key priorities for staff and lay negotiators which include advice on race equality pay and conditions matters and how to develop an anti-racist collective bargaining agenda.
46. The National Executive will lobby for statutory duties for employers to produce race pay gap audits and to include ethnicity data in respect of monitoring of the following areas:
 - pay progression;
 - promotion to leadership roles;
 - use of 'support plans';
 - formal capability procedures;
 - absence management, particularly stress related absence and long COVID;
 - complaints by BME teachers of racist incidents.
47. The National Executive will continue to press for the UK Teachers' Pension Scheme administrators to collect and analyse ethnicity data and to monitor this in terms of pension gaps and scheme opt-outs.
48. The National Executive will continue to press for the DfE and the devolved nations governments to collect evidence relating to conditions of service, termination of employment and ethnicity (e.g. 'support plans'/capability procedures and sickness absences which end up in dismissals or in settlement agreements).
49. The National Executive will adopt a campaigning focus on the collection of data on Gypsy/Traveller/Roma teachers and the elimination of discrimination towards this ethnic minority group.

50. The National Executive will ensure that all activists are fully equipped to address all aspects of racial injustice and discrimination through the Union's national training programme.

Casework Support

51. The National Executive will ensure that all NASUWT caseworkers are trained and accredited to recognise race discrimination and have the confidence to take the issues forward through the Union's trade union education and training programme.

52. The National Executive will put provisions in place to ensure that every Black member approaching the Union for casework support is confident that their issue is taken seriously and that their case will be effectively progressed.

53. The National Executive will establish systems and an infrastructure for effective recording and monitoring of casework provision by ethnicity and other protected characteristics. It will use this data to inform strategic litigation actions, disrupt systemic racial injustices and secure increased race discrimination cases.

54. The National Executive will take positive action to ensure there are increased Black members in legal casework and benevolence positions.

Education and Public Policy

55. In its engagement with governments and administrations and other relevant public bodies, the Union will continue to press for more effective measures to secure the education system's recovery from the pandemic. This will include a call for greater investment in those strategies that will have the biggest impact in supporting Black children and young people, as well as provide more support for staff so they have the time, space and resources to implement these strategies.

56. The Union will continue to take forward its work on anti-racist education and decolonising the curriculum, building on its Framework for Action published in April 2022.

57. The Union will continue to press governments and administrations, regulators and awarding bodies to address the racial disparities within current the current general and technical qualifications frameworks.

58. The Union will seek a review of current arrangements to include action to identify and address adverse implications for Black learners.

59. The Union will press for the adverse and distinct experiences of Black children and young people to be addressed, particularly in relation to the identification and assessment of needs and access to justice through the tribunal and court systems within the post-Green Paper Implementation Plan on SEND.

60. The NASUWT's broader work on anti-racism and 'decolonising the curriculum' will include engagement with relevant national authorities, representative bodies for the sector and individual providers to press for the principles underpinning the Union's framework to be included in teacher training programmes.
61. The Union will continue to focus on school inspector training that promotes effective equalities policy and practice in schools, given evidence of wide disparities in inspector confidence, expertise and experience in this area.
62. The Union will use all opportunities available to press governments and administrations to ensure that schools identify factors that might be relevant to, or impact on, the over-representation of Black pupils in school exclusions across all areas of their policy and practice.
63. The Union will continue to lobby for effective collaboration between schools and other relevant bodies and agencies to address the disparities experienced by Black pupils in relation to behaviour management.

Leadership

64. The Union will develop further research evidence on the leadership aspirations and careers of Black teachers.
65. The Union will develop dedicated leadership mentoring programmes for Black teachers to include advice and support for accessing school leader positions.
66. The Union will develop and implement a specific NASUWT Black Activist leadership development programme to promote their engagement, access and participation in lay leadership positions commencing January 2023.

Organising and Representation within the Union

67. The Union will equip elected representatives with better understanding about race issues so that all NASUWT meetings are safe spaces for members and where Black members can be confident in raising issues.
68. The Union will continue hosting safe-space Big Conversation events for Black members across all regions and nations to ensure that their voice and experiences are considered at the local level.
69. The Union will fully engage in the TUC Anti-Racism Taskforce Action Plan and Charter and agrees to be held accountable for its actions by the TUC's Anti-Racism Implementation and Oversight Committee.

70. The Union will explore any barriers to recruitment and participation of Black members and other under-represented groups through surveys and further engagement with Black members, locally and nationally.

71. The Union will ensure that the Anti-Racism Action Plan is fully integrated and implemented within all national strategies for recruitment and organising.

The NASUWT as an employer

72. The Staff Review Committee has adopted an NASUWT Black Staff Anti-Racism Action plan which is available on the Union's website at www.nasuwt.org.uk/ActForRacialJustice.

The Union shall refer the following actions to the Staff Review Committee for further review and development:

- a. review and monitoring of the implementation of the NASUWT Black Staff Anti-Racism Action Plan;
- b. continuing safe-space provisions for staff to meet and discuss their experiences as employees of the Union and how they may engage in the Union's programme of action on securing racial justice;
- c. continuing a review of the systems and processes for Black staff to report incidences of racial harassment and discrimination;
- d. implementation of the training and career development programme for Black staff;
- e. actions to tackle the race pay-gap disparities across the Union with proposed targets for reducing this inequity;
- f. continued monitoring of the employment profile of Black staff and target for improving the low profile.

73. The Union will monitor progress of the Anti-Racism Action Plan through the programme of work of the Equal Opportunities Committee on a six-monthly basis.

Equality Impact Statement

The NASUWT Anti-Racism Action Plan commits the Union to a comprehensive work programme for securing racial justice in the workplace as well as within the Union.

The NASUWT strongly believes that the full implementation, development and monitoring of this Action Plan will deliver tangible benefits for the working life and life chances of its Black members as well as increase their participation and engagement as lay representatives.

It will contribute to ensuring that the NASUWT, at all levels reflects the profile of its membership and that the Union is better able to recruit and retain Black members in membership and in the NASUWT workforce.

The NASUWT recognises that racism and racial injustices intersect with other forms of oppression and disadvantage such as sexism, misogyny, homophobia,

transphobia, biphobia and ableism, and also on the grounds of religion and belief. The Union will therefore ensure that these factors are taken into account as part of the Union's plans and when reviewing impact and outcomes.

The NASUWT is committed to ensuring that the Union is a safe space place for all members.