

Black and Minority Ethnic Teachers' Consultation Conference 2019

Proud of our past, building for our future



The NASUWT continues to find evidence of everyday racism in schools and colleges: discrimination, harassment, ostracism, lack of pay progression, and black and minority ethnic (BME) teachers being held back from promotion. As these concerns have been examined in more depth, it is increasingly clear that they remain deep-rooted, endemic and institutionalised.



- Too often, schools are condoning behaviour that is leaving BME staff, and indeed pupils, isolated and vulnerable, setting an appalling example to our children and young people.
- 42% of BME teachers say they do not feel supported by senior management to deal with pupil indiscipline.
- BME teachers continue to be subjected to racist remarks, negative comments and threats of disciplinary action because of their racial origin.
- BME teachers are continuing to face misery, humiliation, ill-health, loss of confidence and blighted careers as a result of this abuse.
- BME teachers are being crushed by punitive assessment and working policies, designed to hold them to account rather than support pupil progress.
- Workload remains the number one concern for BME teachers. Many are buckling under the weight of more and more administrative tasks.



A recent poll of BME teachers found that:

Impact of pay cuts

51%

of BME teachers were finding their pension costs unaffordable

38%

had been forced to cancel holiday plans

75%

had cut back on social activities

15%

had been forced to take a second job to make ends meet



Racial discrimination

39%

are twice as likely to experience discriminatory language from a parent or pupil than the generality of the teaching workforce

34%

are more than twice as likely to be the subject of discrimination at work

8%

are nearly three times more likely to be subject to capability procedures than the generality of the teaching workforce

Members say they're being discriminated against but can't say how. NASUWT Reps are properly trained. Race isn't just a black issue. It affects everyone in your school.

We need to change our narrative around teaching. We need to showcase the good work going on around the UK. There's a narrative that we're not good enough or intelligent enough to do it.

Don't wait to make contact [with the NASUWT] when a situation is untenable. You need to get involved sooner.