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Anti-racism in education

Current landscape and
EIS work






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Selma Augestad

National Officer, Equality

- Equality Committee (elected)
 - Sub-Committees (elected + co-opted)
 - National networks
 - Advice and learning offers on Equality issues
 - National policy and consultation responses
 - National representation
- 

**BLACK
LIVES
MATTER**
in Education



AGM Resolutions 2021 (1)

“That this AGM repeats the EIS call for the provision of good quality Anti-Racist Education and instructs Council to continue to lobby the Scottish Government, Education Scotland and Local Authorities to commit sufficient resources to:

- enable the decolonisation and diversification of the curriculum at national and local authority/establishment levels;
- development of advice for educational establishments on decolonising the curriculum;
- the development and distribution of quality learning and teaching resources to support this process in schools;
- tackle racial injustice by committing to an anti-racism agenda;
- quality professional learning for teachers on delivering Anti-Racist Education;
- the provision of ongoing advisory support to schools on Anti-Racist Education in order to sustain progress; and
- ongoing evaluation of the impact of these actions on the experiences of learners and teachers, including those who identify as BAME.”



AGM Resolutions 2021 (2)

“That this AGM calls on Council to

- Investigate and report on recruitment practices nationally, as they relate to BAME teaching staff. This to focus on, but not be confined to:
 - whether equality impact assessments of recruitment practices, including specific focus on race, are carried out at Local Authority level, and the quality of any such assessments;
 - the selection process and equality training for recruitment panel members;
 - custom and practice around how references, and similar documentation are used in different Local Authorities to support selection process to fulfil teaching/promoted posts;
 - particular issues related to recruitment, highlighting any non-compliance with the terms of the Equality Act 2010.
- Draw up a template action plan for Local Associations to use in seeking to remedy any such detriments identified by the report and to improve the race equality and diversity outcomes of local recruitment practices.”

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**Standing
Together**

Mobilising for anti-racism at work

Anti-racist Leadership Learning Resource for EIS Equality Reps,
Trade Union Reps, Local Association Secretaries and
Branch Secretaries



AGM Resolutions 2021 (3)

“That this this AGM should support the campaign by West of Scotland Development Education Centre for continuing funding from Scottish Government, in order to continue its provision of global citizenship education for teachers, and schools and future development of antiracist resources.”



EIS Anti-racist strategy 2021 - 22

1

Increase knowledge
and engagement of
members for anti-
racism

2

Grow the network
and voice of BAME
members within
the union

3

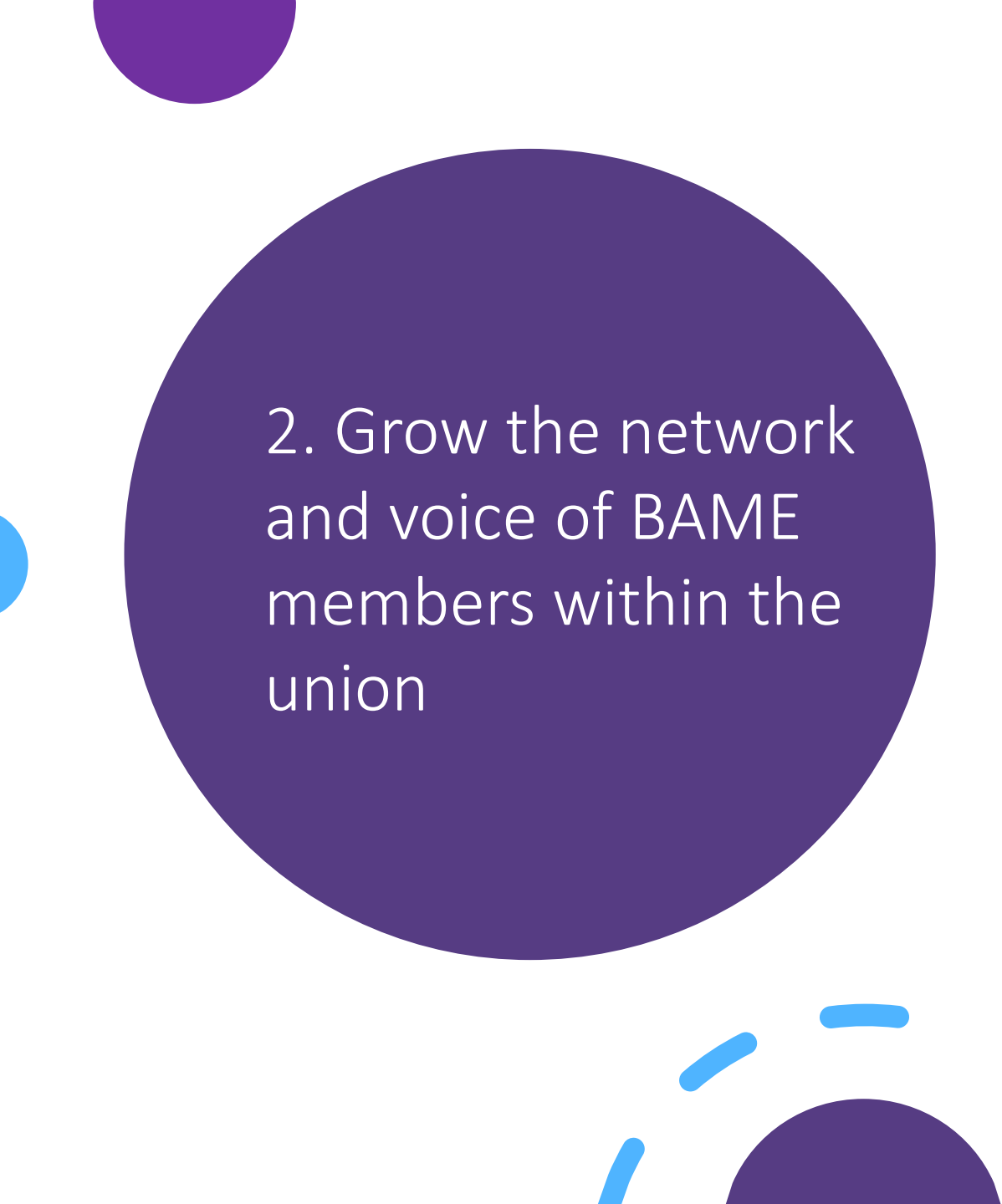
Represent the EIS'
interest and anti-
racist position in
decision making
forums

1. Increase the knowledge and engagement of members for anti-racism

Examples:

- **Sharing learning** and teaching resources on EIS website
- SUL-funded **Equality in Focus** series including webinar on Mobilising for Anti-racism at Work, Challenging Anti-Muslim prejudice at work, Understanding and Addressing racial trauma (colleagues)
- SUL funded course on understanding and addressing **racial trauma** in pupils
- Promoting **Mobilising for Anti-racism** at Work guidance

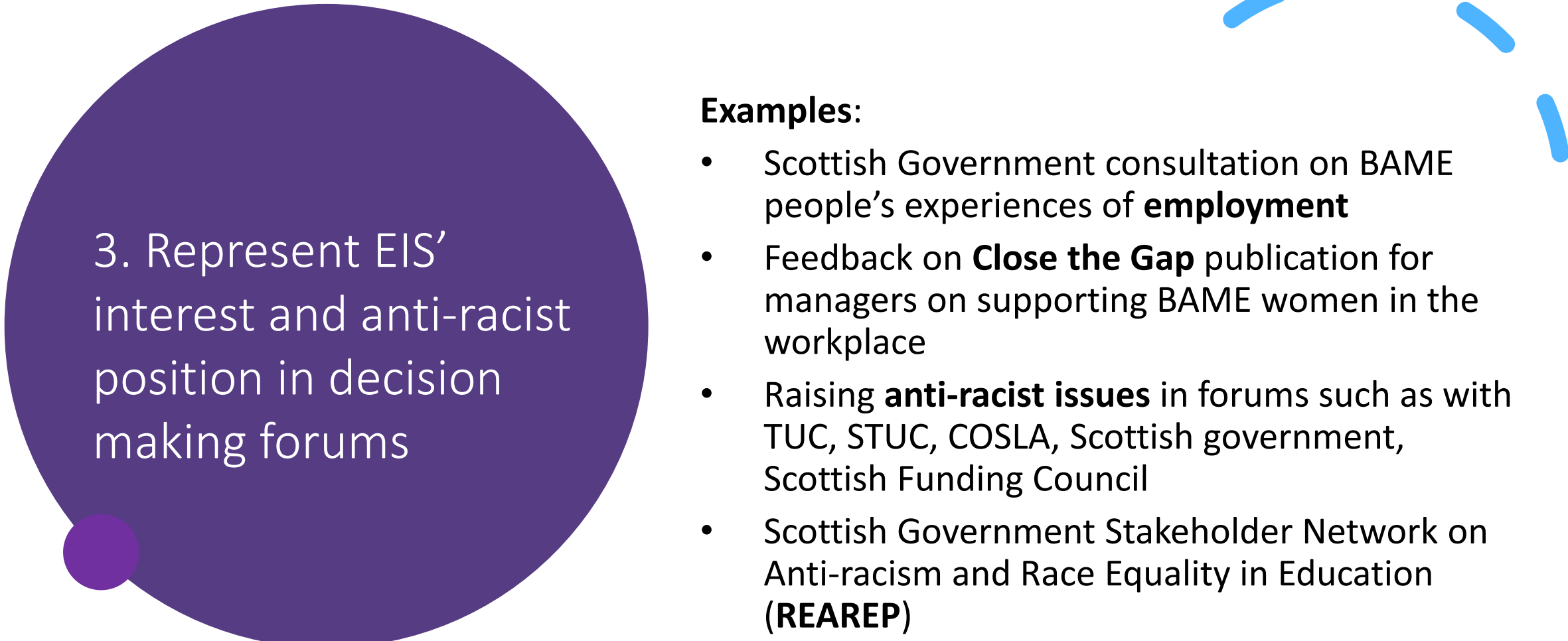




2. Grow the network and voice of BAME members within the union

Examples:

- **Input to network meetings:** writing motions for local debate, what happens at AGM and your rights at work
- **Flyer** with information about joining EIS Council
- **BAME Women members feedback** on Close the Gap guidance, on advancing workplace equality for BAME women
- **Members voicing case studies** for SUL Equality in Focus webinar
- **Upcoming:** 175th Anniversary video on anti-racist education / celebrating BAME educators



3. Represent EIS' interest and anti-racist position in decision making forums

Examples:

- Scottish Government consultation on BAME people's experiences of **employment**
- Feedback on **Close the Gap** publication for managers on supporting BAME women in the workplace
- Raising **anti-racist issues** in forums such as with TUC, STUC, COSLA, Scottish government, Scottish Funding Council
- Scottish Government Stakeholder Network on Anti-racism and Race Equality in Education (**REAREP**)

Race Equality Framework and Action Plan 2016 – 2030

Currently in an 18 month
process from 2021 of
taking stock of progress



REAREP

- Diversity in the Education workforce
- Curriculum reform
- Racism and Racist Incidents
- School Leadership and Professional Learning

Get involved?

BAME network
Equality Rep training
Learning projects?
Local networks?