EIS Anti-racist initiatives

Selma Augestad, EIS National Officer, Equality
Commitment to anti-racism

The EIS is committed to the promotion of sound learning, rooted in equality. We oppose racism in all its forms, and advocate for educational establishments to be safe, inclusive environments for all children, young people and staff.

EIS structures

- AGM motions on anti-racism
- Anti-racist Sub-Committee
- New National BAME Network
- Anti-racist strategy
Understanding the issues for our members in Scotland

Diversity in the teaching profession

- 4% of the population (2011), but less than 2% of the profession.
- Data show structural barriers at every career stage.
- Qualification rates for Initial Teacher Training is lower for Black, Asian, Minority Ethnic (BAME) pupils (near quarter) compared to only 15% of white peers.

BAME Members Survey 2018

- 71% experienced racism in their capacity as teacher/lecturer (higher for African, Caribbean or Black members).
- Racism is most common from learners, but also from colleagues.
- 43% overlooked for promotion (64% of African, Caribbean or Black members).
- 25% bullied/harassed on grounds of race/religion (45% of African, Caribbean or Black members).

Q1: Does your union have access to information about the ‘race’/ethnic diversity of the education profession in your country?

Q2: Does your union collect information about the experiences of underrepresented groups of members?

Q3: Has your union, locally or nationally, engaged with Black Lives Matter / Anti-racism topics in the last year?
Opportunities

• A key time for change and reimagining futures
• Learners involved/asking
• Members engaged in BLM
• Funding available – Scottish Union Learning Equality and Leadership Fund
• Scottish Government Stakeholder group on Race Equality and Anti-racism in the curriculum and education
Objective 1: Raise awareness on racism and knowledge of how to respond to it

- Poster campaign to raise awareness of racism and promote action.

- All member Anti-racist webinar series including 1) Black Lives Matter in Education, 2) Anti-racist Allyship

Objective 2: Mobilise membership for anti-racism

- Leadership Learning to Mobilise Anti-racist Activism (in the Union and Education) for Equality reps, School Reps, LA Secretaries, Headteachers and Depute Headteachers

- Bespoke resource packs including guidance

Objective 3: Integrate anti-racism in the curriculum

- Contribute to national efforts for anti-racist curriculum

- Signpost resources to members on EIS Website area dedicated to Anti-racist issues.

Objective 4: Increase Black, Asian and Minority Ethnic representation within education, and the Trade Union

- Establishing National Network for Black, Asian and Minority Ethnic Members

- Learning and network events for national BAME network
Issues identified

- Isolation and adverse impact of racist experiences on BAME members
- Lack of understanding and commitment amongst school leaders especially in less diverse areas
- Lack of confidence and understanding amongst union representatives

Aims

- Connect BAME members and improve understanding of workplace rights, and anti-racism
- Equip school leaders with information and win ‘hearts and minds’ to the cause
- Empower reps to mobilise for anti-racist activity locally
Learning activity

in partnership with the Scottish Association of Minority Ethnic Educators

**Module 1** Awareness of the state of play for diversity in the profession, experiences of BAME educators/pupils and anti-racist theory

**Module 2** Allyship, anti-racist leadership and implementation of anti-racism locally, practical

**Participant groups**

- Equality Reps
- Union Reps and LA Secretaries
- BAME Network
- Headteachers and Depute headteachers
Commitment to anti-racism

• Background and strategy
• Participant groups
• Live session content
• Practical resources
• Future engagement and website material
Welcome to anti-racist learning.

As part of the EIS Anti-racist Strategy 2020-2021, a series of learning activities has taken place in collaboration with the Scottish Association of Minority Ethnic Educators (SAMEE), funded by Scottish Union Learning.

On this page you will find learning material developed from these sessions, including poetry from Hannah Lavery, learning videos from SAMEE, and a written learning resource giving practical guidance to support you in taking anti-racism forward in your workplace.
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

Practical guidance

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Lessons learned

• Participants wanted more practically focused guidance, specific real life examples and more discussion time with their colleagues to build networks.

• Future activities should do more to reach those who are less engaged/working in less diverse areas

• Anti-racism work should be integrated more fully into the mainstream union agenda, and learning activity
What’s Next?

In the chat

• What are the barriers to organising for anti-racism in your context?
• Are there any opportunities?
• What would help?

• New Anti-racist strategy forthcoming
• Practical workshops for members on mobilising for anti-racism at work
• Using existing networks to engage members who are yet to be ‘won over’ to the cause
• School leadership courses on anti-racism
• Keeping up commitment in national forums
• Use posters in school work
• Growing BAME Network
• Encouraging BAME members to stand for EIS Council elections