

EMPOWERING BLACK AND MINORITY ETHNIC TEACHERS



NASUWT
The Teachers' Union

CELEBRATING BLACK TEACHERS

Black and minority ethnic teachers are committed and dedicated professionals who care deeply about the pupils they teach.

Black and minority ethnic teachers possess tremendous knowledge, insights and skills, which are vital to meeting the educational, social and emotional needs of all children and young people.

However, research undertaken for the NASUWT has found that institutional discrimination is a key barrier affecting the careers of black and minority ethnic teachers and school/college leaders.

The NASUWT believes that every school and college should be able to demonstrate that it recognises the positive contribution of all black and minority ethnic teachers. Employers should also support and develop black and minority ethnic teachers throughout their careers.

Where teachers come together collectively, they can develop the confidence and strategies to overcome discrimination.

"Before I came to the NASUWT Black Teachers' Conference, I felt disempowered and demotivated at work due to racism and feelings of isolation. Now I know that I am not alone and there are others with similar experiences. I now have the knowledge and confidence to challenge racism and I have established some good contacts."

self-empowerment

YOU'RE NOT ALONE

The NASUWT is the largest teachers' union in the UK and provides a first-class service to all its members, including advice, training and support.

The NASUWT provides specialist training courses to support the personal and professional development of black and minority ethnic teachers.

The NASUWT was the first union to organise consultative conferences for black and minority ethnic teachers. These high-profile events provide important CPD opportunities and are attended by hundreds of teachers each year.

The NASUWT conference for black and minority ethnic teachers enables members to contribute to the development of the Union's strategic priorities and to build connections with colleagues with similar experiences.

"Being part of our Union means that, together, we can do something about the racism and harassment we are facing."

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GET INVOLVED

To get more involved in taking forward the work of your Union, contact the NASUWT

NASUWT
The Teachers' Union



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The largest teachers' union in the UK

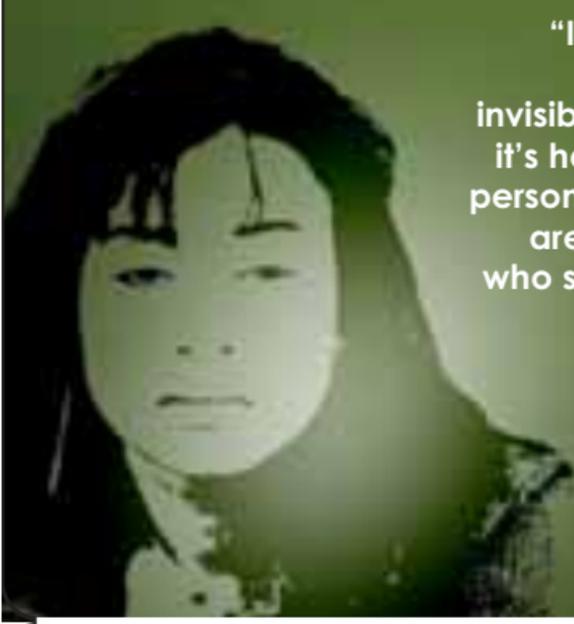
INVISIBILITY

"I am not invisible because I do not exist, I am invisible because you refuse to see me."

Racism can be subtle or direct, but it is always insidious and damages the lives of everyone.

Racism can lead to feelings of invisibility and a lack of self-worth. It can have a negative effect on personal confidence and lead to stress, anxiety and other forms of illness.

Research conducted for the NASUWT has found that the careers of many black and minority ethnic teachers are blighted by stereotypes and negative assumptions held by employers. Their commitment, ability and leadership potential may be overlooked and they have to work harder just to get noticed.



"It is sometimes difficult to describe the feeling of invisibility, but you know when it's happening. It's when your personality, identity and ability are disregarded by people who say 'you are not like us'."

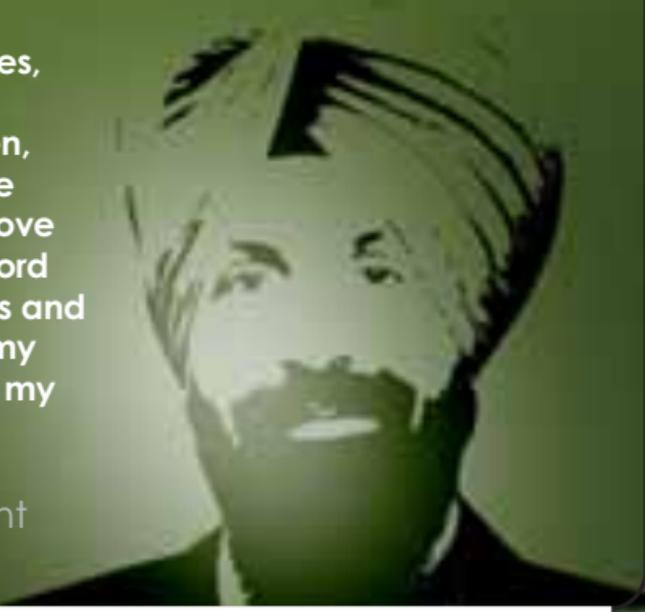
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OVERCOMING INVISIBILITY

- Be confident in yourself and your abilities.
- Think about what you want to achieve and act on it.
- Challenge those who overlook or ignore your achievements.
- Don't put up with stereotypical attitudes and behaviours.
- Share your concerns with supportive colleagues, friends, family or the NASUWT.
- Get involved in your Union by attending an NASUWT Local Association meeting, training course or one of the Union's regional and national conferences.
- Keep a record of your successes and celebrate them with others.

"I had to constantly prove my capabilities, was overlooked for promotion and, often, less qualified people were appointed above me. So, I kept a record of my achievements and with the support of my Union, I challenged my employer."

self-empowerment



EMPOWERMENT

The key to being empowered is equipping yourself with the knowledge and tools to achieve your personal goals and to make positive choices in your personal and professional life.

Knowing your rights and entitlements is an essential first step to empowerment.

Who you are is important. You have the right to insist on other people accepting and respecting your identity – including your culture, religion and beliefs.

Letting others know what you feel is an important part of self-empowerment.

Being part of the NASUWT, and getting involved in meetings, training and conferences that the Union organises, equips black and minority ethnic members with information about their rights and entitlements and helps members resolve problems at work.

"I used to be marginalised for not drinking or going to bars or clubs with colleagues after work. But my Union has made me feel included and respected. I'm not alone. I am part of the NASUWT. I am part of the Union."

self-empowerment

