



# Black and Minority Ethnic Teachers' Consultation Conference



Hundreds of black and minority ethnic (BME) teachers from across the UK gathered together in Birmingham for the NASUWT's annual BME Teachers' Consultation Conference.

Many BME teachers experience a range of unwanted and unwarranted behaviours from colleagues, students and parents that are demeaning to their racial heritage or identity. Behaviours such as racist comments and jokes, bullying and harassment, physical violence, being singled out and treated differently are an everyday occurrence. Microinsults, microinvalidations and other forms of covert racism appear to be a feature of daily life for many BME teachers.



This publication presents findings from a real-time poll held at the NASUWT BME Teachers' Consultation Conference in January 2020, together with data from the NASUWT Big Question Survey.

## Concerns for BME teachers

### VERBAL ABUSE



60%

of BME teachers are **more likely** than the generality of the workforce **to experience verbal abuse from a pupil.**

### ABUSIVE PARENTS



16%

of BME teachers are **three times more likely** to **experience discriminatory language/abuse** by a **parent or carer.**

### ABUSIVE PUPILS



39%

of BME teachers are **twice as likely** to **experience discriminatory language/abuse** by a **pupil.**

### SENIOR LEADERS



60%

of BME teachers are **SIGNIFICANTLY LESS likely** to **receive support from senior leaders** with regards to dealing with it.

## Capability concerns for BME teachers

17%

of BME teachers are **twice as likely** to be **threatened with a capability procedure.**

9%

of BME teachers are **three times more likely** to **have been the subject of a capability procedure** in the last 12 months.



*"I was shouted at over a parking space that had been allocated to me. I was approached in a threatening way and told to park elsewhere. I then received an email saying I would be investigated."*



*"Members say they're being discriminated against, but can't say how. Race isn't just a black issue. It affects everyone in the school."*

25%

of BME teachers are **less likely than the generality of the workforce** to **have received continuing professional development (CPD)** in the last year, and are **more likely to have funded it themselves.**

15%

of BME teachers are **more likely** to **have been offered or put onto a support programme.**

17%

of BME teachers are **more than twice as likely as the generality of the workforce** to **have taken a second job to make ends meet.**

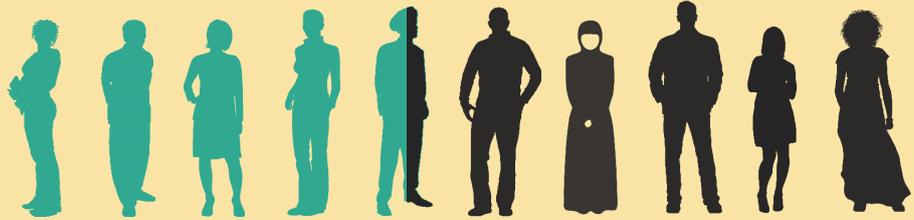
## Adverse workplace practices

73%



of BME teachers reported that **management bullying and adverse management practices** were **problems in their workplaces**.<sup>1</sup>

46%



of BME teachers said they had **been shouted at or sworn at by a colleague in school** in the last year.

59%



of BME teachers said they had **experienced attempts by others to exclude or deny the validity of their identity, thoughts, feelings or experiences**.

<sup>1</sup> NASUWT BME Teachers' Consultation Conference 2020.

## Racism in the classroom



37%



of BME teachers believe that **racism has increased significantly in their workplace** in the last 12 months.



55%



of BME teachers had been **called 'oversensitive', 'paranoid' or 'aggressive'** when unacceptable language and behaviour has been challenged in the workplace.

## Challenging everyday racism at work



The NASUWT will continue to support members in challenging racism in the workplace.

The Union is also campaigning for action by the Government to bring about the systemic change needed to ensure that no teacher is held back because of their race, ethnicity or colour.

*"We need to remember that small acts can make a big difference and that no-one should ever feel overwhelmed. You are not alone when you are part of the NASUWT."*

### Dealing with adverse management practices

BME teachers said the following should be prioritised by schools:

1. a zero-tolerance policy on racism;
2. obvious support for staff who raise issues of racism in schools;
3. training for senior leaders; and
4. a transparent reporting system in workplaces.

### NASUWT training

The NASUWT provides a range of training courses that may offer further support in the workplace. All training courses are free to members.

Courses include:

- Working Assertively;
- Behaviour Management;
- Dignity at Work;
- Mental Health First Aid;
- Stress Management.

Further details can be found at:

[www.nasuwat.org.uk/being-involved](http://www.nasuwat.org.uk/being-involved).

**NASUWT**  
The Teachers' Union

Act for  
**RACIAL  
JUSTICE**

The NASUWT's Act for Racial Justice campaign addresses issues around the inequality in educational provision for BME pupils, unequal academic attainment among different minority groups, and the wider problem of racism in society.

For further information, visit [www.nasuwat.org.uk](http://www.nasuwat.org.uk).