

S

etting the
scene

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#BAMEed

Why are we here?



Minority ethnic Britons face 'shocking' job discrimination

Exclusive: UK research finds levels of discrimination unchanged since late 1960s



▲ On average, 24% of applicants of white British origin received a positive response from employers, compared with 15% of minority ethnic applicants applying with identical CVs and cover letters. Photograph: Alamy Stock

£3.2bn UK pay gap for black, Asian and ethnic minority workers

Thinktank urges ministers to repeat gender pay-gap legislation for BAME workers

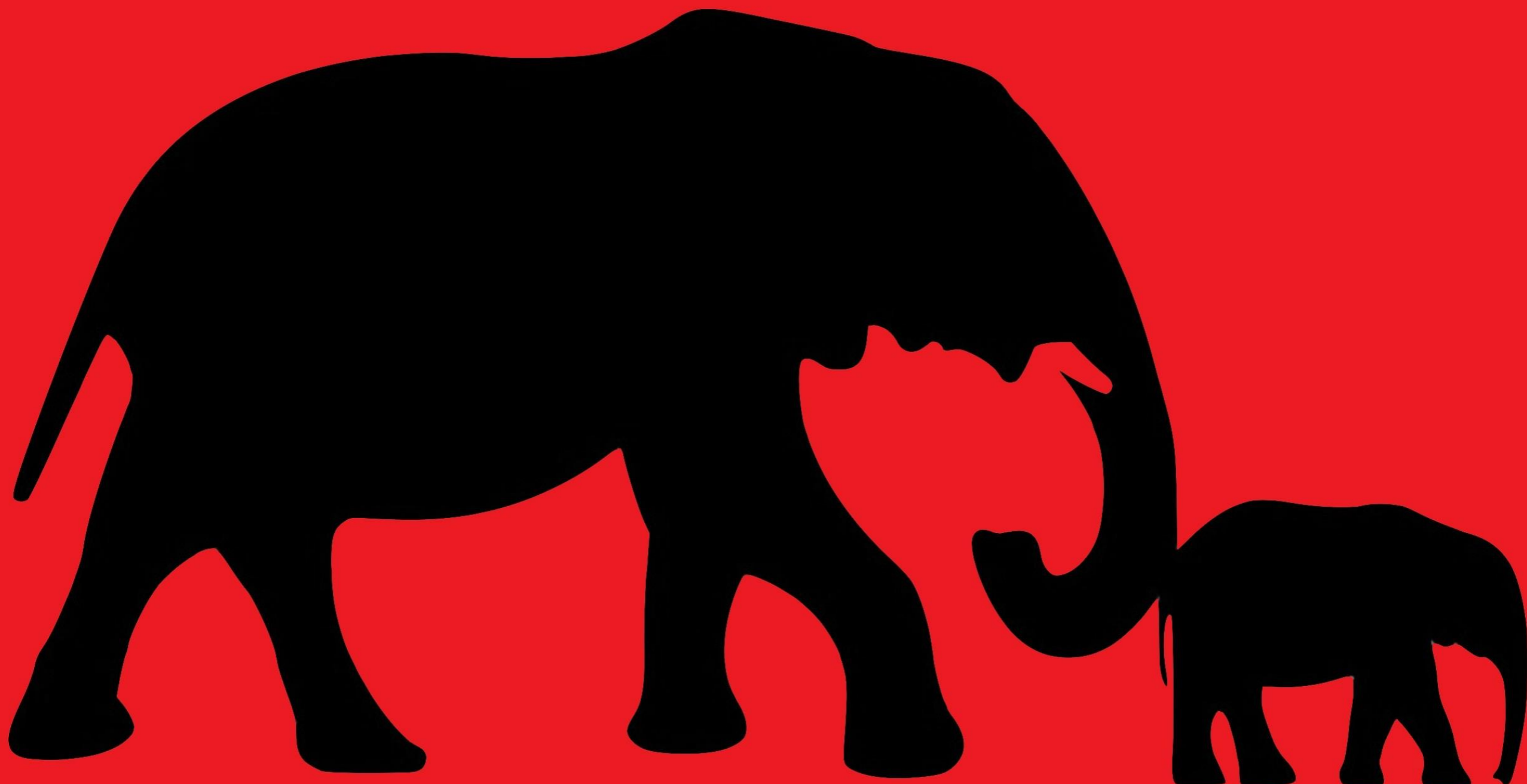


▲ An audit in London found BAME staff being paid up to 37% less on average, with particularly stark differences in the police force. Photograph: Alamy

Racism is real

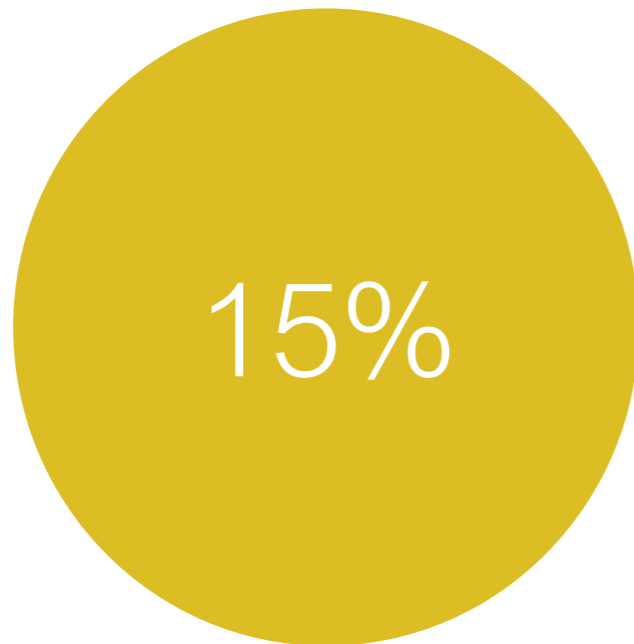
Recognition is not
enough

What is the mood of
the day?

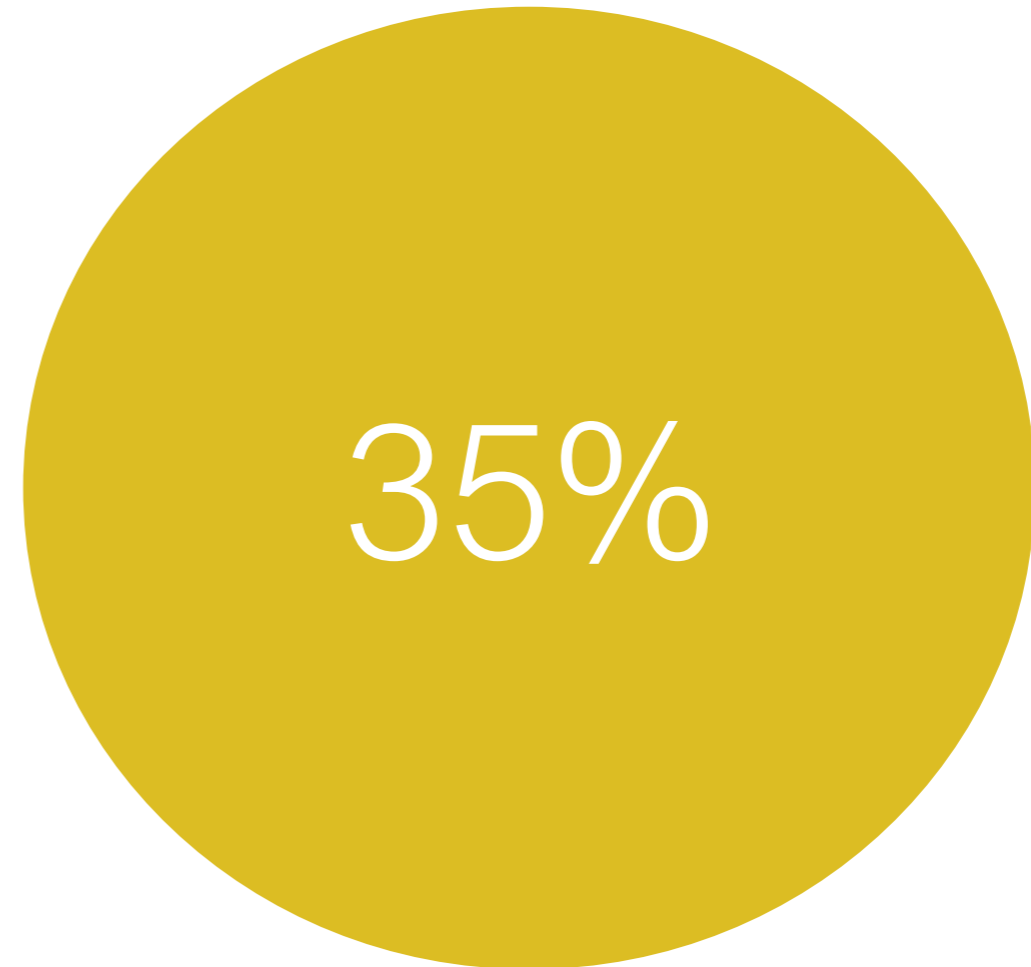


Those that do not move,
do not notice their chains

The benefit of diversity



**Gender-diverse
companies**



**Ethnically diverse
companies**

...when companies
commit themselves to
diverse leadership, they
are more successful

Owning your professional identity

Owning your identity

Owning your identity as a minority

Owning your identity as a teacher

Owning *your* identity

What do schools need
to do?

Understand
Track
Move

Understand



Race, Ethnicity & Equality in UK History:

A Report and Resource for Change

Track

Track

- Governing body
- Pay analysis
- Applications
- Conference organisation

Move

Move

- Develop staff
- Link to existing networks
- Publicly state goals
- Report on progress

Diversity = what good
organisations do

Diversity = society

Schools reflect society

Schools create society

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