

2026 Senedd Election – Anti-Racist Education and Workforce Representation Commitments

Dear Party Leaders and Education Spokespersons,

We are writing on behalf of BAMEed Network Wales, a national organisation advocating for a racially representative, equitable, and safe education system. In advance of the 2026 Senedd election, we are asking all parties to make clear, measurable manifesto commitments on anti-racist education, workforce representation, and learner protection.

Wales has established a strong policy direction through its anti-racism commitments and curriculum reform. However, implementation remains uneven, and outcomes remain unequal. Progress is visible but not yet systemic, and without firm cross-party commitment, current gains will not hold.

Recent national research makes the position clear. A large-scale study on racism and anti-racism in Welsh education found that racist incidents experienced by learners significantly exceed those formally recorded, that most educators value anti-racism professional learning but fewer than half received it in the past year, and that minority ethnic staff frequently report feeling unsupported when racism occurs.¹

Complementary trauma research with minority ethnic communities in Wales documents widespread racial trauma, low institutional trust, and the need for culturally competent, trauma-informed services and reporting systems.² The evidence base now shows a consistent pattern: racism is under-reported, unevenly addressed, and insufficiently supported at the system level.

In light of this evidence, we ask all parties to adopt the following commitments for the next Senedd term.

1. Anti-Racist Education Delivery

- Guarantee full delivery and resourcing of national anti-racism action commitments through to 2030 targets.
- Protect and extend sustained anti-racist professional learning across the education workforce, moving from optional to expected provision.

2. Workforce Representation and Progression

- Maintain and expand targeted recruitment, retention, and progression programmes for ethnic minority educators.

¹ [Show Racism the Red Card Wales \(2025\). A Work in Progress: Understanding Racism and Anti-racism in Welsh Educational Settings.](#)

² [EYST Wales \(2025\). Do You See My Trauma? The Lived Realities of Minority Ethnic Individuals.](#)

- Fund structured leadership development pathways for underrepresented groups.
- Require annual public reporting on workforce diversity, including leadership levels and promotion outcomes.

3. Curriculum, Pedagogy, and Learner Experience

- Provide funded support for schools to embed diverse histories, perspectives, and scholarship across curriculum delivery.
- Invest in specialist, culturally competent wellbeing and trauma-informed support for learners who experience racism.

4. Transparency, Reporting, and Accountability

- Standardise racist incident reporting and response expectations across local authorities.
- Publish annual monitoring on how education bodies meet their equality duties, including response quality and follow-up support.

These actions are practical, evidence-based, and aligned with Wales' stated national ambition to build an anti-racist country. They strengthen workforce sustainability, improve learner safety and belonging, and support long-term educational outcomes.

We ask all parties to:

- Reflect these priorities in the 2026 Senedd manifesto commitments,
- Engage with BAMEed Network Wales for detailed policy discussion, and
- Work with community-led organisations to support accountable, evidence-informed delivery.

This request is non-partisan and grounded in shared statutory and moral responsibilities to learners and educators across Wales.

Yours faithfully,

Trustees and Strategic leads (Wales)

BAMEed Network

Registered charity number: 1192628

www.BAMEedNetwork.com

BAMEed@outlook.com

BAiEed
Black, Asian & Minority Ethnic
EDUCATORS