

Serious about...
race equality?



A young boy with dark hair, wearing a white collared shirt, is sitting at a desk. He is looking directly at the camera with a slight smile. His hands are resting on the desk, which has some papers and a pencil on it. In the background, there is a soccer ball and some shelves with books or papers. The entire image has a warm, sepia-toned filter.

Serious about...
improving minority ethnic
pupil achievement?

The Ethnic Minority Achievement Grant (EMAG) was set up to narrow achievement gaps for pupils from those minority ethnic groups who are at risk of underachieving and to help meet the particular needs of bilingual pupils. EMAG provided additional funding for schools and local authorities to fund specific provision and education support for children from minority ethnic backgrounds, including special classes, teaching assistants and bilingual resources.

In 2010, funding ring-fenced for EMAG in England was £204 million.

In 2011, the EMAG was abandoned as a specific grant to support schools with minority ethnic pupils.

EMAG is no longer a separate ring-fenced grant which can only be spent on work to improve minority ethnic pupil achievement.

Funding previously provided under EMAG is now part of the general schools budget and can be used by schools for purposes other than supporting minority ethnic pupil achievement.

Serious about...
helping schools build a fair and
inclusive society?



Every school, whatever its intake and wherever it is located, is responsible for educating pupils to understand, respect and value ethnic, cultural, religious and other forms of diversity in society.

In 2006, legislation was introduced requiring all schools to promote community cohesion.*

The community cohesion duty was introduced in response to public concerns about racial intolerance following the racist murder of Stephen Lawrence and in the wake of riots and extremist terrorist attacks.

The legislation also required Ofsted to take into account how well a school was meeting the community cohesion duty when making a judgement about a school following an inspection.

In 2011, the Education Act removed the requirement of Ofsted to inspect how schools were complying with their statutory community cohesion duty.

* Education and Inspections Act 2006.

A sepia-toned photograph of a young Black girl in the foreground, wearing glasses and looking down with a serious expression. In the background, two other children, a boy and a girl, are standing and looking towards the camera. The boy is holding a small object in his hands. The overall mood is somber and contemplative.

Serious about...
tackling racial harassment
and bullying in schools?

Studies suggest significant levels of racial harassment and bullying in schools.*

In 2009, the Department for Children, Schools and Families (DCSF) confirmed that in September 2010 all schools would be required to record and report all incidents of bullying, including racial harassment and bullying.

A public consultation on the introduction of the new duty on schools was concluded in March 2010.

However, following the General Election in May 2010, no details of the consultation have ever been published.

This work was abandoned.

* BBC (2012), 'More than 87,000 racist incidents recorded in schools' (www.bbc.co.uk/news/education-18155255).



Serious about...
ensuring that schools
are open to children
from all backgrounds?

The Academies Programme allows private sponsors to run state-funded schools and gives them greater powers over the management of schools.

According to Government statistics* published in 2013, sponsored academy schools are twice as likely to exclude pupils permanently compared to other schools.

The same Government statistics also confirm that Black Caribbean, mixed race, and Gypsy and Traveller pupils are at least three times more likely to be excluded than their peers.

Despite a report by the Children's Commissioner for England recommending that urgent action needs to be taken by government to tackle the problem of discriminatory and other illegal school exclusions, no specific measures have been introduced.

* Department for Education (2013), *Permanent and fixed period exclusions from schools in England, 2011/12* (SFR 29/2013).

Serious about...
preventing racist
extremism?



According to research, there is significant evidence that racist extremists are using schools to spread their agenda of hatred and racial intolerance.*

In 2009, Michael Gove MP promised publicly that if he became Education Secretary after the General Election, he would act to prohibit racist extremists from working as teachers or serving as school governors.

In May 2010, following the General Election, Michael Gove MP became Secretary of State for Education.

No such provisions have been introduced.

* NASUWT (2011), *The experience of prejudice-related bullying and harassment amongst teachers and headteachers in schools.*

Serious about...
advancing racial equality?



In 2010, the Equality Act introduced a duty on all public bodies to demonstrate that they are taking equality issues seriously by taking steps publicly to show that their policies: (a) do not discriminate; (b) advance race equality; (c) promote good relations between different racial groups.

The Government stated that equality impact assessments are bureaucratic and unnecessary.

Michael Gove MP, the former Secretary of State for Education, said that he does not think it is right to be required formally to assess the racial equality impact of his Department's policies:

"I personally think that the form we have inherited of impact assessments is a bureaucratic exercise that does not always necessarily help us in the formulation of policy. There are two things I would say: do I seek to assess the impact of policy on children and how well they will do in life? Absolutely. Is the formal impact assessment required by statute one of the best ways of doing so? No..."

(Hansard, House of Commons Education Select Committee, 24 April 2012).

Serious about...
improving opportunity
for young people?



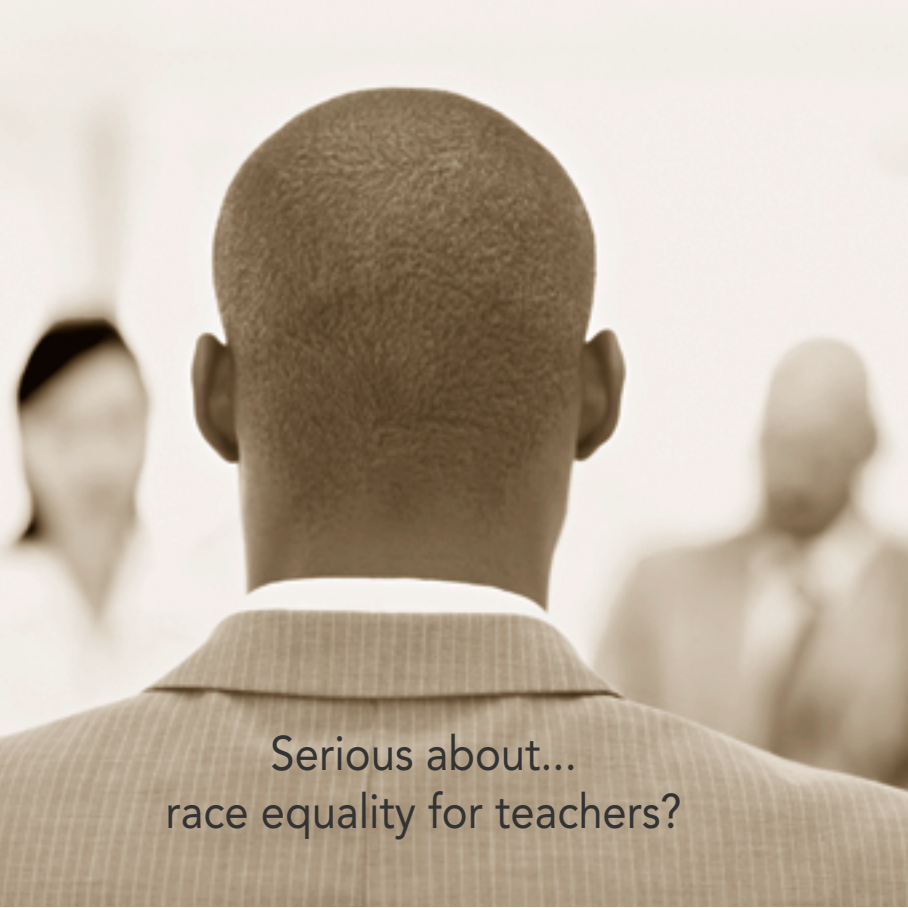
Many young people say they have to stop their education because they simply cannot afford to stay on.

The Education Maintenance Allowance (EMA) was introduced nationally in 2004 to provide young people aged 16-18 (subject to status) who stay on in full-time further education with an entitlement to financial support worth up to £30 a week.

Government statistics show that the EMA was received by 88% of Bangladeshi students, 77% of Pakistani students, 67% of Black African students, 65% of Black Caribbean students, 53% of mixed race students, 45% of Indian students and 39% of white students.*

The EMA entitlement was abolished in 2011.

* House of Commons Library (2011), *Education Maintenance Allowance (EMA) Statistics SNSG/5778*.

A photograph of a man from behind, wearing a brown pinstriped suit jacket and a white shirt. He is looking towards a blurred background where two other people are visible. The overall tone is serious and contemplative.

Serious about...
race equality for teachers?

A representative and diverse workforce in schools is vital for ensuring that all pupils can progress and achieve.

However, research evidence shows that 'institutionalised' racial discrimination is preventing black and minority ethnic teachers from getting in and getting on in terms of access to jobs and to promotion.*

Ensuring a more inclusive workforce requires ongoing work to collect data from schools on the diversity of the workforce in schools.

However, the academy schools programme now means that (for the majority of secondary schools and for many primary schools) the Department for Education no longer collects this vital data on racial diversity.

Academy schools are not required to give information about the ethnic profile of their staff.

* McNamara, O. et al (2009), *The leadership aspirations and careers of black and minority ethnic teachers*.

Are the hopes and dreams of
black and minority ethnic students and
teachers being met by the current
education system?

equality
matters



Website: www.nasuwt.org.uk

The largest teachers' union in the UK

14/09010 England