



REPORT ON THE BLACK TEACHERS' CONFERENCE 2015

STOKE ROCHFORD HALL

13 – 15 November 2015

Including:

- Report Summary**
- Report of Conference**
- Conference Evaluation Analysis**
- Equalities Monitoring Analysis**

REPORT SUMMARY

- This year's conference theme was: "Standing up for Education: Standing up for All".
- 105 delegates attended this year's conference. This was a reduction (approximately 10 per cent) from last year (115 delegates).
- A total of 74 evaluation forms were completed. This is more than two-thirds (70 per cent) of the total number of delegates who attended. This is proportionately more when compared with last year (67 per cent). However, more needs to be done to encourage all delegates to complete the evaluation forms.
- Less than one-third (21 or 28 per cent) of those who responded were first time delegates. Although the response rates are different, this is slightly less than last year (34 per cent).
- Approximately one in six (17 per cent) of delegates who responded were young teachers (under 35 years old).
- All the delegates (100 per cent) who completed an evaluation form said that they had very much enjoyed or enjoyed the conference. This is up from 98 per cent from last year.
- All the delegates (100 per cent) found the conference very useful or useful. This is up from 98 per cent from last year.
- Many of the delegates responded that the most popular and useful elements of the programme were the keynote speaker, Sufyan Ismail; the Prevent discussion and this year's Keynote Panel: 'Let's talk about race'.

"Absolutely fantastic. You need to bring him [Sufyan Ismail] to the education Conference as well as back to the Black Teachers' Conference again."

"It was my first introduction to 'Prevent'. I would like to raise the issues when I get back to school."

PART ONE - CONFERENCE REPORT

The Black Teachers' Conference 2015 (BTC) took place between Friday 13 to Sunday 15 November at Stoke Rochford Hall (SRH), Lincolnshire. The BTC was attended by 105 delegates from across the regions and Wales, including the President and members of the Executive. (This figure does not include the staff conference team, speakers or workshop leaders.) This was a 5 per cent increase in the number of delegates attending the conference when compared with 2012 (100 delegates) but slightly down from last year (115 delegates).

This was the Union's twenty-fourth conference for Black members. The theme of this year's conference was: "**Standing up for Education: Standing up for All**". Twenty-one of the delegates attended for the first time and the vast majority of delegates identified themselves as Caribbean or African.

Roger King, Black Teacher's Steering Group Member, was the Conference Chair. Roger opened the conference and welcomed all the delegates. He informed delegates that the Black Teachers' Conference had been an important occasion in the NUT's calendar since its inception in 1992. The conference plays an integral role in ensuring that the NUT's work is in the interests of its Black members and all Black teachers. The weekend provides a unique opportunity for Black members to network and discuss educational and workplace issues.

Christine Blower, General Secretary of the NUT, gave an address to Conference. This was followed by taking questions from the floor. This was then followed by the open forum session. The panel included: Amanda Brown, Assistant General Secretary; Clive Romain, Senior Solicitor; Betty Joseph, Black Member Constituency Seat Holder; and Roger King, Executive Member. Delegates participated fully with a number of questions posed to the panel.

The topic of the keynote panel was '*Let's talk about race*'. The keynote speakers for the panel were: Sameena Choudry, Director, Equitable Education, and Debbie Weekes-Barnard, Head of Research, Runnymede Trust. The keynote panel speakers gave presentations to conference and took questions from delegates.

The delegates then attended their selected workshops for Band A. Six workshops were available. There were five different workshops running in sessions A and B. Four workshops ran in both sessions. The workshop titles were:

- Pay Progression (Band A and B);
- Organising/Organising and Membership (Band A and B);
- Leadership Programme – 'Aspire to Lead' (Band A and B);
- Mental Health and Well-being (Band A and B);
- Edukid (Band A only); and
- International Solidarity (Band B only).

Following lunch, Betty Joseph presented to delegates on a number of race issues and events including: new mentor on the new TUC Race Relations Mentor Scheme which was launched in March; the launch of the London Black Teachers' Network in March attended by about 150 people; an event on Claudia Jones for Black History and International Women's Day which she chaired; NUT delegation leader at the TUC Black Workers' conference in April entitled: '*Fighting for Decent Jobs Decent hours and Decent Pay*' and re-elected to the TUC Race Relations Committee; promoted teaching as a career to young student attendees at the Reach Society's careers event in April. As a result they received an award in October for their contribution to the event; held a young Teachers event in June called Cocktails, Cupcakes and Curriculum; and in October organised a Black History event for Teachers entitled: "*Black History for the New Curriculum*"; and attended the TUC Congress in September speaking on the motion on Stop and Search.

Motion passed by NUT Black Teachers' Conference to go to Annual Conference 2016

Roger King chaired as delegates debated the motion(s) proposed for Annual Conference 2015.

Six motions were submitted to the Black Teachers' Conference this year.

The following motion will be included in the Equalities section of the agenda at NUT Annual Conference 2016.

MOTION 6

Impact of Government policies on Race Equality

Conference is seriously concerned how government policies are continuing to have a negative impact on Black teachers, Black children and young people and are failing to reduce levels of discrimination and inequality.

Conference is further concerned that the scaling back of equalities legislation and the Public Sector Equality Duty will prevent workplaces from being held to account about unfair policies and practice which are detrimental to Black teachers.

Conference notes that Black teachers continue to experience:

1. Discriminatory employment and management practices in schools, which impact on the recruitment and promotion of Black teachers and their representation in positions of leadership and influence; and
2. High levels of workplace bullying and misuse and abuse of capability procedures which impact on performance related pay and staff retention.

Conference deplores that the Prevent strategy, with its emphasis on surveillance of individuals and focus on the so called 'British values', will lead to the targeting and demonising of many Black teachers, Black children and young people, which may divide communities and alienate the people which it is attempting to engage.

Conference condemns the proposed Trade Union Bill and the disproportionate impact it will have on Black teachers, preventing their voices from being heard, preventing their right to industrial action and preventing workplace protection from racism and discrimination.

Conference instructs the Executive to:

- i. Survey Black members about their experiences of:
 - a. Discrimination in the workplace and investigate links between discriminatory practice and underperformance /and or competence issues and actions taken to address;
 - b. Discrimination in associations and actions that were taken to address;
- ii. Collect data on gender, age, ethnicity and religious belief regarding dismissals and the use of capability procedures. The data should be used to challenge Local Authority Governing Bodies and Academies with discrimination cases as well as inform and influence the Union's own internal processes;
- iii. Collect data from associations and divisions about the number of cases relating to disciplinary, competence and dismissals, which is broken down by gender, age, ethnicity and religious belief;
- iv. Annually summarise and publicise the data collected and make available to the Black Teacher Conference, as well as local associations and divisions;
- v. Proactively engage with a diverse range of the Union membership and affiliates to develop an inclusive and measured response, which will seek to minimise the negative impact of the Prevent Duty; and
- vi. Acknowledge the Trade Union Bill as an attack on fundamental human rights and explore every avenue possible to actively engage the Union membership and raise awareness amongst the general public towards combatting the Bill.

Moved: Jenny Christopher (Oldham)

Seconded: Niparun Nessa (Oldham)

The delegates then attended their selected workshops for Band B. This was followed by an optional relaxation session for those who had registered their interest.

On the second day Roger King welcomed delegates back to the conference. Roger announced that four candidates were selected as members of the 2016 NUT delegation to the TUC Black Workers' Conference. (There was not a ballot as we received only four nominations.) The four candidates were: Imran Arif; Jennifer Christopher; Pam Daley; and Kodwo Fynn. The conference will take place from Friday 15 April to Sunday 17 April.

Roger then announced the result of the ballot for the 2016 NUT Black Teachers' Conference Steering Group. Five nominations were received for three elected places, one from each regional area. As only one nomination was received from RA2, there was not a ballot for this regional area. The three candidates elected as members were: Jenny Christopher (RA1); Malcolm Richards (RA2) and Pam Daley (RA3).

Roger King then introduced Sufyan Ismail, Chief Executive of Muslim Engagement and Development. Sufyan gave the keynote speech to conference on Prevent and schools. Sufyan is an award-winning Serial Entrepreneur and Philanthropist and was recently ranked amongst the '500 most influential Muslims in the world'. Sufyan's businesses have won numerous awards and have been listed in the Sunday Times Top 100 Fast Track corporate listings. In 2014, Sufyan formally retired from full-time business activity to focus on tackling Islamophobia.

In the Prevent group discussion session the delegates were organised into groups according to their area/region. The focus of the discussion was Prevent and its impact upon schools, teachers and community relations. Delegates were asked to feedback key messages from each group.

"Absolutely fantastic. You need to bring him [Sufyan Ismail] to the education Conference as well as back to the Black Teachers' Conference again."

"Relevant and inspiring keynote speakers and workshops, especially Sufyan Ismail – well done!"

*"All staff expected to read and sign a document within safeguarding."
"Very informative."*

"None of the teachers have been given guidance on Prevent."

"Seeing issues across [a] variety of schools."

"We have children of parents who are members of UKIP and EDL; what is the Government doing about that?"

"Safeguarding lead has to go on training. CPD course to spot 'signs' of radicalisation."

"Told to look for researching ISIS. Appearance of kids forms part of sign to look for."

"Curriculum needs to be inclusive and provide a safe space for pupils and discussions need to be facilitated by competent staff."

Betty Joseph then facilitated the Celebrating Success session. Twenty-six delegates received a Certificate of Success award for various professional and personal achievements including: increasing the number of NUT members; promoted to SLT status; equality officer; given recognition as an exemplary learning environment in their classroom; achieving promotion; and gaining further professional qualification.

Philipa Harvey, NUT President, delivered the closing remarks. She thanked delegates for their involvement and gave an update on some of the current work in which she and the NUT are involved.