**Small individual consultancy opportunity -**

**Initial Teacher Education Race Equality Community Mentors**

**Background:**

The First Minister and his Cabinet are committed to driving forward the work needed to support the [Race Equality Action Plan](https://gov.wales/sites/default/files/consultations/2021-03/race-equality-action-plan-an-anti-racist-wales_2.pdf), published in March 2021.

As part of the plan and in order to address some of the issues and recommendations that relate to Initial Teacher Education, in October 2021 the [Initial Teacher Education Black, Asian and Minority Ethnic Recruitment plan](https://gov.wales/initial-teacher-education-black-asian-and-minority-ethnic-recruitment-plan-html) was published, focusing on what needs to be done to support **students from ethnic minority backgrounds** onto ITE programs and into the teaching profession.

The [Initial Teacher Education Black, Asian and Minority Ethnic Recruitment plan](https://gov.wales/initial-teacher-education-black-asian-and-minority-ethnic-recruitment-plan-html) focuses on what can be done in initial teacher education (ITE) to support increased recruitment onto ITE programmes in Wales. It sets out actions that have been identified as being deliverable in the short term in ITE and as such this work will be the first phase of a longer term strategy that will be developed alongside actions that will be taken in other areas. The lack of an existing strategic approach to increasing representation in the workforce highlighted the need for ITE Partnerships to undertake work in this area and to develop their own recruitment plans that are specifically designed to attract ethnic minority students, including Welsh medium onto programmes.

**Initial Teacher Education Partnerships**

Aberystwyth Partnership - Aberystwyth University

Caban Partnership - Bangor University

Open University Partnership, Open University

Swansea Partnership - Swansea University

Yr Athrofa Partnership - University Wales Trinity St David

In order to support Welsh ITE Partnerships to meet their specific actions and develop an action plan we are now seeking individuals from the Black, Asian and Minority Ethnic community with extensive knowledge of the differential impact of racism within education, recruitment, employment, marketing and leadership. You may have expertise in several of these areas or specialise in one. You may be an academic, a consultant, an experienced policy official from local government or the voluntary or private sector, an experienced community worker or an existing practitioner.

The actions identified within the [Initial Teacher Education Black, Asian and Minority Ethnic Recruitment plan](https://gov.wales/initial-teacher-education-black-asian-and-minority-ethnic-recruitment-plan-html) and the work ITE Partnerships will undertake to support recruitment from the Black, Asian and Minority Ethnic community, including Welsh medium into ITE are:-

* Review existing recruitment processes and interview panel arrangements.
* Review and enhance the support arrangements for ethnic minority students at all stages of the application and study process.
* Review the application of the criteria for accreditation requirements in existing programmes and work with the Education Workforce Council (EWC), Estyn and stakeholder groups to strengthen and develop.
* Work with EWC to develop reporting of ethnic minority applications and acceptances on to courses as part of the ongoing monthly reporting process.

**You will be required to do the following:**

* Support a designated ITE Partnership to review their existing recruitment processes and develop their recruitment plan that will be designed to attract ethnic minority students on to courses and meet the actions within the Initial Teacher Education Black, Asian and Minority Ethnic Recruitment plan
* Offer constructive one to one conversations to share your knowledge and understanding of how institutional racism impacts on education and career choices and results in disproportionate, negative impacts on the lives of Black, Asian and Minority Ethnic minority people. You will not need to represent any one particular Black, Asian and Minority Ethnic community or group. We welcome you being able to offer experiences and knowledge of the intersectional dynamics of equality impacting on people from Black Asian minority ethnic communities.
* Bring your lived experience as a Black, Asian or Minority Ethnic person.
* Work constructively with a designated partnership to inform understanding of what changes are needed to improve the unequal impacts on Black, Asian and Minority Ethnic communities. We don’t need you to be a policy expert but to seek a curious conversation about how it may help make change.
* Commit to working with the designated ITE partnership until July 2022 when the recruitment plan is due to be submitted to the Welsh Government. The level of support required by each individual ITE partnership will differ depending on their need. Once recruited the mentor will negotiate with the ITE partnership the level of work and number of days required.

**As a result of this work**: you will gain insight into how policy is developed, University recruitment processes, the development, coordination and delivery of ITE programmes. You will have the ability to influence the level of support provided to students by Universities through ITE partnerships along with engagement with Welsh Government.

You will receive a nominal £300 a day for this work.

Please note, due diligence checks will be completed prior to funding being awarded.

If you are interested and want to discuss this informally first please email ITEducationAddysgGA@gov.wales.

If you are interested and want to discuss specific information informally first please contact;

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| Aberystwyth Partnership | Daryl Phillips [dap70@aber.ac.uk](mailto:dap70@aber.ac.uk) 01970 622678 |
| Caban Partnership | Hazel Wordsworth [edse09@bangor.ac.uk](mailto:edse09@bangor.ac.uk) 07890329552 |
| Open University Partnership | Rhian Jones [rhian.jones@open.ac.uk](mailto:rhian.jones@open.ac.uk)  02921 670 159 |
| Swansea Partnership | pgce-enquiries@swansea.ac.uk |
| Yr Athrofa Partnership | Rachel Bendall [rachel.bendall@uwtsd.ac.uk](mailto:rachel.bendall@uwtsd.ac.uk) 01792 482017 |

**To apply:**

Please provide a personal statement (no more than 900 words) outlining how you think you can contribute in this role, along with your CV by 1st April 2022 via Educators Wales

**Reports that have influenced this work**

[Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group - final report](https://gov.wales/final-report-black-asian-and-minority-ethnic-communities-contributions-and-cynefin-new-curriculum) Chaired by Professor Charlotte Williams (March 2021)

[The Recruitment and Retention Of Black, Asian and Minority Ethnic Teachers in Wales - A Qualitative Research Study](https://hwb.gov.wales/api/storage/c19f56f8-5f30-4244-80f7-a23768186d1c/report-into-the-lived-experiences-of-teachers-and-middle-and-senior-school-leaders-from-minority-ethnic-backgrounds.pdf) (June 2021)

[EWC presents recommendations for increasing diversity in the school workforce](https://www.ewc.wales/site/index.php/en/ewc-news/1765-ewc-presents-recommendations-for-increasing-diversity-in-the-school-workforce.html), (July 2021)