



ACTION MINUTES

| ACTIONS | Whom |
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| 2. REVIEW OF PREVIOUS ACTIONS | |
| <p>A. What do we want from this group – Practical engagement from all members – ALL AP indicated that she would encourage more of ELN to post within the forum. If you have events which you wish to profile, articles of interest or advertise your own services, then please do so. Currently, only a couple of us are posting. As long as the Terms of Reference are adhered to, then this is fine. This is our forum so contributions are welcome. AP signposted some recent posts.</p> <p>B. Group to set target to measure impact – AP Under the provision that there are fewer BAME staff in the profession, any targets would be really ambitious. A provisional target of 5% has been put in place in terms of movement through to Headship and beyond.</p> | <p>ALL</p> |
| <p>C. More BAME staff members need to think about taking on roles related to governance and trust membership – AP has continued to post profiled posts on trust boards, CEO positions and other posts indicating that greater diversity is encouraged. Everybody is encouraged to think of people eligible to apply for these roles. NGA doing some great work in this area. We are encouraged to work with them. See their blog post here: https://www.nga.org.uk/News/Blog/September-2020/Race-diversity-on-boards-our-commitments-to-action.aspx We need more BAME staff appointed to boards</p> <p>D. Add in timescale for the aim(s) 6 months, 1 year etc. See B above</p> <p>E. Connect with other BAME organisation to help with the promotion of the Race at Work Charter - Ongoing. Progress being made. Emphasise made – we are a group that both discusses AND acts.</p> <p>F. Create a list of BAME organisations we could connect with See E above. AP highlighted the new Hannah Wilson website. www.diverseeducators.co.uk Any organisations can apply to be listed.</p> <p>G. Offer to put the work of the ELN out into publications i.e. SSAT TBC (Sunday Supplement) See agenda item</p> <p>H. 3 way conversation/meeting to be arranged – See agenda item 4</p> <p>I. Create Middle Leadership Group – See agenda item 6</p> | <p>ALL</p> |

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| <p>3. Update on Race at Work Charter and meeting with Sandra Kerr</p> <p>An online meeting took place recently. AP provided SK with an overview of the race equality work. SK is very keen and agreed to;</p> <ul style="list-style-type: none"> • The RACE charter mark will be promoted by the BITC • It will feature in their Race at Work Charter 2020 report in October, which most businesses in the UK receive • She believes this will lead to businesses who are involved with schools getting their schools to apply • They will organise their media department to get some press around the Charter Mark • She is meeting with the lead team at the DfE soon. She will encourage them to acknowledge the Charter Mark and back it. She is taking some of the RACE documentation with her. • She wants to feature the RACE Charter Mark in some forthcoming webinars • She will write a statement about the Charter Mark to go on Fig Tree's website - done • She is keen to explore a RACE Charter Mark for business, utilising excellent ethnic minority ex-heads who simply had enough of the system, to lead training with businesses. <p>The BITC has recently printed an updated report on progress with the Race at Work Charter. This was distributed to those who attending this meeting, with a summary. The full report Race at Work – Black Voices report can be accessed here. https://www.bitc.org.uk/report/race-at-work-black-voices-report/</p> <p>Further conversations will take place with SK.</p> | <p>ALL</p> |
| <p>4. RACE Charter Mark</p> <ul style="list-style-type: none"> • The RACE Charter Mark was launched in the last couple of weeks. Lots of PR and profiling taking place around the charter mark, in addition to the above. • A meeting was held between the CEO of the SSAT, AI and AP. The SSAT have agreed several things, including being the awarding organisation for the RACE Chartered Mark • Weekly briefings are taking place in order to raise awareness. The ELN is encouraged to support with getting schools involved and familiarising themselves with the RACE Charter Mark. In order to book into one of the briefing sessions, please use the following link. https://docs.google.com/forms/d/e/1FAIpQLSc9monWfNeuxiyK0nwGZETeo8Vu4f1bhPerobul74iK21EBIA/viewform • SSAT will be profiling the charter mark with their schools. Thank you AI for facilitating this partnership. | <p>ALL</p> <p>ALL</p> |
| <p>5. Support around the promotion into posts</p> <ul style="list-style-type: none"> • AP provided an overview of the Confident Executive Programme and responses to it. A good start has been made. • Excellent response from CEOs across the country in terms of offers of support. The work shadowing will take place next year. • ELN are encouraged to think about how they can encourage black and Asian staff in the profession through connecting, coaching etc. • Better signposting needed, but BAME leaders to be encouraged to take a look at the programme. https://www.figtreeinternational.org.uk/executive-leadership-programme | <p>ALL</p> <p>ALL</p> |

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| <ul style="list-style-type: none"> Should all BAME staff have a mentor? | ALL |
| 6. Support for new and aspring BAME leaders | |
| <p>Definitely needs re-visiting (see above question) Accessing/joining groups – BAMEEd Midlands mentioned</p> <p>Proposals:</p> <p>Regular ‘Conversation/Q & A Events’ from current BAME Heads to be arranged Career Development Series for BAME staff. Not just for leaders, but black and Asian staff at any stage in their careers</p> <p>Various BAME programmes exist, but they do not necessarily lead anywhere. How do we ensure that if we put something together, that it will have impact?</p> | AP (ALL) AP AP |
| Date of Next Meeting | |
| Provisionally Saturday 12 th December 9.30am – 10.45am | |