

Exploring teaching for Black and Minority Ethnic applicants



The House of Commons is widely derided for being too white, but the racial diversity of teachers in England is almost identical.



**Schools need 68,000 extra
BME teachers to reflect
population**



Just 13% of state-funded schools' teachers are currently from a BME background, compared to 27% of pupils.

Teaching union, the NASUWT says ethnic minority teachers "face discrimination and prejudice when applying for jobs".



Department for Education (DfE) figures for 2016 show that of 510,000 state-funded teachers, 68,000 were drawn from an ethnic minority background.

Analysing the data, BBC News found the number of BME teachers would need to double to accurately reflect the ethnic make-up of the state school pupil population in England.



Ethnic minority teachers say young people from a similar background have historically preferred to enter other professions such as medicine or science.



"Teaching was never on my radar when I was younger," says Tayyab Ditta, a teacher in Leeds. "A lack of BME teachers meant I had no role models so I never envisaged becoming a teacher. I remember seeing people from my community who'd become successful doctors or engineers but I never saw someone who was a teacher and that is a barrier we need to break down."



Black and ethnic minority teachers face 'invisible glass ceiling' in schools, report warns



Despite the increase, a recent report from the National Association of Schoolmasters Union of Women Teachers (NASUWT) warned BME teachers still faced "deep-rooted, endemic and institutional racism".
way.



Chris Keates, general secretary of the NASUWT, said: "BME teachers are, on average, paid less than their peers, commonly face discrimination and prejudice when applying for jobs.

"Schools and pupils are losing out on the talents and skills of BME teachers who are unable to advance their careers or who opt for a different profession due to the barriers being placed in their way. We cannot afford to continue to let this happen



How will Red Kite support me as a BME student?



A BME contact teacher currently working in a Red Kite school (primary and secondary) who will be your “buddy” and support.

The knowledge that your SCITT challenged and monitored by its steering board is actively recruiting you and mentoring you as you begin your teaching career.

A headteacher, Janet Sheriff who leads on the Lancashire and West Yorkshire Equality and Diversity Programme.

Arranging School experience



To arrange school experience with a “buddy”
contact

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