

Committee: Children and Young People Overview and Scrutiny Panel

Date: 10th February 2015

Agenda item: 7

Wards:

Subject: Report on the Survey of BAME Teachers in Merton

Lead officer: Yvette Stanley, Director of children's Services

Lead member: Cllr Martin Whelton

Forward Plan reference number:

Contact officer: Kate Saksena, Service Manager for School Improvement

Recommendations:

- A. Members of the panel note and consider the report.
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1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. This report updates members of the panel on the results of a survey of staff arising from the scrutiny task group on succession planning for BAME school staff.

2 DETAILS

- 2.1. One of the recommendations of the recent scrutiny task group on succession planning was to survey BAME staff in school to identify opportunities for and barriers to taking senior leadership and headship roles in the borough.
- 2.2. In the Summer Term, Maureen Bailey, of Inner Strength Consulting was commissioned to carry out this survey and all schools were sent an initial questionnaire and a request for volunteers from their BAME staff who would agree to an interview.
- 2.3. The report was completed in the Summer Term and presented to headteachers in the Autumn Term. The executive summary is attached as **appendix one**.
- 2.4. The recommendations made in the report were as follows:
- Recommendation 1:** Talent Management for BAME Leaders is valuable tool that should be used within schools. Talent management is about communicating, the mission, vision and values of the school to all staff and establishing clear expectations.¹ The job descriptions and criteria should be clear in order to realistically measure performance, promote training/CPD and succession planning for all staff.
- Recommendation 2:** That a formal BAME Teachers' network be set up to support BAME staff in their career development. This would also acknowledge that various cultures bring their own expertise within school systems and potentially act as an advisory network for the borough.

Recommendations 3: To provide refresher equality and diversity training for Head teachers in order to help them to understand how best to support different cultures within their school.

Recommendation 4: to provide shadowing training with Head Teachers and or senior leaders, which would enable other teachers with the potential to become future Head Teachers to experience what is required for Headship roles.

Recommendation 5: to provide secondment opportunities. The challenge will be finding the time for Head teachers to do this, however, this challenge is not insurmountable.

Recommendation 6: If budget permits, to obtain relevant research from secondary schools in order to explore the CPD and career aspirations of BAME teachers in this sector, as well as the barrier to progression that they may face.

- 2.5. Some of these recommendations can be acted upon very quickly. At meetings with headteachers in the Autumn Term the following actions were agreed:

Action 1 in response to recommendation 2

- 2.6. The establishment of a Merton BAME Teachers' Network, open to teachers across all phases.
- 2.7. In order to do this headteachers have been asked to nominate senior BAME leaders who will lead this group to start with. This group will host a first network meeting, this term, at which colleagues can decide how they would like this group to function.

Action 2 in response to recommendation 3

- 2.8. We have arranged an Equalities refresher workshop for Primary and Secondary Headteachers and senior leaders on Wednesday 25th March
- 2.9. The workshop will be provided by EQUALITEACH, equality training and consultancy www.equaliteach.co.uk and headteachers have been informed.

Action 3 in response to recommendation 4

- 2.10. This was piloted in summer 2014 with a deputy shadowing programme. The intention is to repeat the programme in summer 2015, with headteachers asked to prioritise the involvement of BAME leaders.

3 ALTERNATIVE OPTIONS

- 3.1. None for the purposes of this report.

4 CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1. None for the purposes of this report.

5 TIMETABLE

- 5.1. None for the purposes of this report.

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

6.1. None for the purposes of this report.

7 LEGAL AND STATUTORY IMPLICATIONS

7.1. None for the purposes of this report.

8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

8.1. None for the purposes of this report.

9 CRIME AND DISORDER IMPLICATIONS

9.1. None for the purposes of this report.

10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

10.1. None for the purposes of this report.

11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- Appendix One – Report Executive Summary

12 BACKGROUND PAPERS

- N/A

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