# 10 POINT PLAN

Black FE Leadership Group

**01 RADICAL REVISION OF FE CURRICULA & QUALIFICATIONS**

Reflects contemporary British values, the influence of colonial history on society, and the contributions of *black people to the arts, sciences and technology, historically and now, and considers the impact of racism on communities.

**02 ANTI-RACISM CENTRAL TO CPD**

Include race equality as a central component across training and development programmes, and for teacher training, the inclusion of anti-racist pedagogy.

**03 INSTITUTIONS PUBLISH DATA ANNUALLY**

Publish college/training provider data on student performance, workforce, leadership and governance by ethnicity, including actions to address gaps.

**04 ORGANISATIONS PUBLISH DATA ANNUALLY**

Publish sector organisation data on workforce, leadership and governance by ethnicity, including actions to address gaps.

**05 ADVISORY GROUPS LED BY EXPERTS**

Ensure leaders of advisory boards/committees focusing on race equality possess insight and expertise in anti-racism.

**06 RECRUITMENT PROCESSES REDRESS IMBALANCES**

Implement recruitment processes that proactively address imbalances in the ethnicity profile of the workforce at all levels.

**07 QUALITY ASSURANCE PROCESSES SPOTLIGHT RACE EQUALITY**

Evaluate the effectiveness of pedagogy, provision and leadership in relation to race equality.

**08 FE COMMISSIONER (FEC) AND OTHER STATUTORY BODIES INCORPORATE RACE EQUALITY ASSESSMENTS**

Incorporate race equality data and impact assessments in all FE Commissioner (FEC) and other statutory bodies reviews, reports and recommendations.

**09 BEST PRACTICE ANTI-RACIST FRAMEWORKS**

Collaborate to develop and cascade 'best practice anti-racist frameworks' across the FE sector.

**10 POSITIVE OPTICS AND MESSAGING**

Ensure fair treatment and positive advocacy of black students, staff and communities through all internal and external communications.
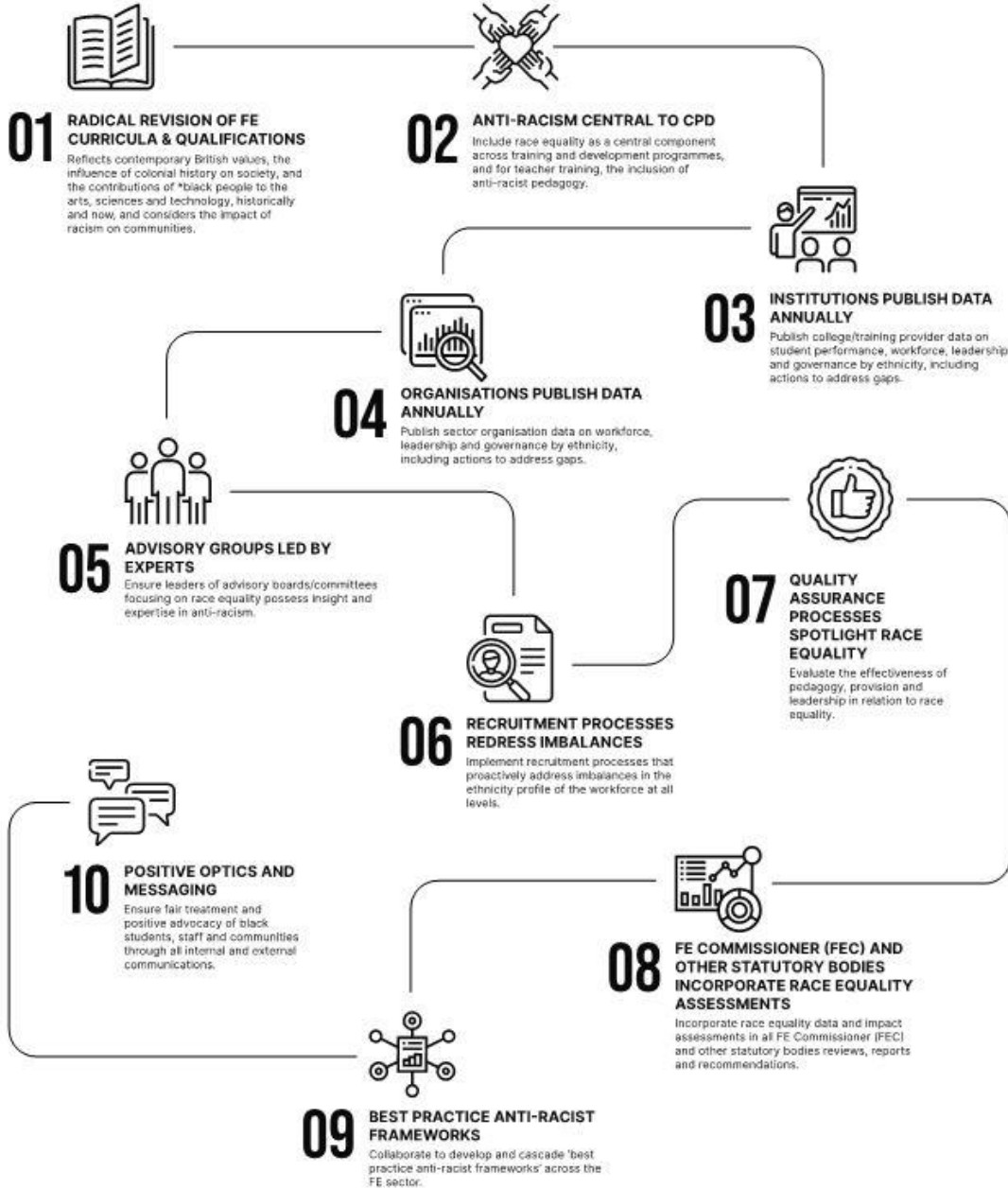
# The toolkit: an outline

The toolkit centres on four Cs: curriculum, culture, climate and communication.

**Curriculum**

1. Radical revision of FE curricula and qualifications

Reflects contemporary British values, the influence of colonial history on society and the contributions of black* people to the arts, sciences and technology, historically and now, and considers the impact of racism on communities.

**Culture**

2. Antiracism central to CPD

Include race equality as a central component across training and development programmes, and for teaching training, the inclusion of antiracist pedagogy.

3. Institutions publish data annually

Publish college/training provider data on student performance, workforce, leadership and governance by ethnicity, including actions to address gaps.

4. Organisations to publish data annually

Publish sector organisation data on workforce, leadership and governance by ethnicity, including actions to address gaps.

5. Advisory groups led by experts

Ensure leaders of advisory boards/committees focusing on race equality possess insight and expertise in antiracism.

**Climate**

6. Re-addressing the imbalances in recruitment processes

Implement recruitment processes that proactively address imbalances in the ethnicity profile of the workforce at all levels.

7. Quality systems spotlight race equality

Evaluate the effectiveness of pedagogy, provision and leadership in relation to race equality.

8. FE commissioner and statutory bodies incorporate race equality assessments

Incorporate race equality data and impact assessments in all FE commissioner and other statutory bodies reviews, reports and recommendations.

9. Best-practice antiracism frameworks

Collaborate to develop and cascade best practice antiracist frameworks across the FE sector.

**Communication**

10. Positive optics and messaging

Ensure fair treatment and positive advocacy of black students, staff and communities through all internal and external communications.

*The leadership group stresses that "black" is used as an inclusive definition for people from ethnically diverse backgrounds who share a lived experience of the effects of racism.