

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 14 June 2018 16:56  
**To:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi [Redacted under S38(1)(b) Personal data relating to third party]

That is great.

The 12<sup>th</sup> July is at 2pm is in diary now if ok with you, and of course will be delighted to host the meeting here.

Kind regards  
Rami

Rami Ousta  
Chief Executive Officer  
BEMIS - Empowering Scotland's Ethnic and Cultural Minority Communities  
4th Floor, Centrum Building, 38 Queen Street, Glasgow, G1 3DX  
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**From:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 14 June 2018 16:26  
**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hello Rami

[Redacted under S38(1)(b) Personal data relating to third party] and I are free on Thursday 12 July? [Redacted under S38(1)(b) Personal data relating to third party], could you host the meeting if we came to you? Otherwise, happy to host here in Victoria Quay, Edinburgh.

An afternoon meeting from 1300 would be most suitable for us.

I look forward to hearing from your soon and meeting with you next month.

[Redacted under S38(1)(b) Personal data relating to third party]

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 14 June 2018 11:07  
**To:** [Redacted under S38(1)(b) Personal data relating to third party]

**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]

**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi [Redacted under S38(1)(b) Personal data relating to third party]

Thanks again. Due to holiday arrangements the proposed date is not suitable unfortunately. However, I will be happy to meet with you and [Redacted under S38(1)(b) Personal data relating to third party] at a suitable date to you both prior to 25<sup>th</sup> June or after 10<sup>th</sup> July. Hope that is still workable.

Kind regards  
rami

Rami Ousta  
Chief Executive Officer  
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**From:** [Redacted under S38(1)(b) Personal data relating to third party]

**Sent:** 13 June 2018 17:14

**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]

**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]

**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi Rami

I hope you are well.

Thank you for your email and apologies for the delay in my reply due to annual leave.

The basis for the groups remit and evidence to support the points explored was taken from the points raised in the Addressing Race Inequality in Scotland, The Way Forward and the Teacher census data which tells us there is lack of information on the numbers of minority ethnic applications to teacher training courses / ITE, those securing places in training courses, those securing posts, student drop out and teachers leaving the profession.

I have discussed availability with Rowena, due to exam boards and graduation, time is very limited but she had offered a meeting here in Edinburgh on 26 June at 11.30, most likely it would need to be in the university. If that date isn't suitable, [Redacted under S38(1)(b) Personal data relating to third party] and I could offer a range of dates to meet with us to further discuss diversity in the teaching profession.

Regards,

[Redacted under S38(1)(b) Personal data relating to third party]

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 07 June 2018 13:03  
**To:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi [Redacted under S38(1)(b) Personal data relating to third party]

Thanks for your email.

Just a quick note to reiterate the BEMIS is fully committed to supporting the group and the objectives in line with the REF 16-30 and the REAP, BEMIS has and continues to play instrumental roles in developing and progressing this with the SG . I understand that with regards to meeting professor Rowena, the board, representing members, will seek that separately now; however, if you still see it relevant to meet with us as BEMIS, we are happy to meet with you and [Redacted under S38(1)(b) Personal data relating to third party]and we welcome few dates from you.

However, few points we would like to share within a positive context:

[Redacted under S30(b)ii Free and frank exchange of views]

Kind Regards  
Rami

Rami Ousta  
Chief Executive Officer  
BEMIS - Empowering Scotland's Ethnic and Cultural Minority Communities  
4th Floor, Centrum Building, 38 Queen Street, Glasgow, G1 3DX  
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**From:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 24 May 2018 18:05  
**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi Rami

I think it may be my colleagues [Redacted under S38(1)(b) Personal data relating to third party] and [Redacted under S38(1)(b) Personal data relating to third party] you recall meeting with.

The Race Equality Framework for Scotland sets out the Scottish Government's approach to promoting race equality and tackling racism and inequality between 2016 and 2030 and The Scottish Government is determined that Scotland should be doing all it can to advance race equality, tackle racism and address barriers that prevent people from minority ethnic communities from realising their potential.

Following the publication of the Race equality framework, The Scottish Government Strategic Board for Teacher Education and the General Teaching Council of Scotland have established a short term working group on increasing the number of teachers from under-represented groups at all levels in Scottish schools, the first meeting took place in November 2017 and met again in January and April this year. The working group is chaired by Professor Rowena Arshad and supported by educational experts familiar with race related issues. The working groups remit will include considering existing evidence including relevant data extracted from the annual Teacher Census, engagement with Scottish education organisations and institutions and drawing on previous data and evidence previously published.

The Short Term Working Group agreed to explore:

1. Whether Initial Teacher Education (ITE) programmes and associated recruitment activity are attractive and relevant to students from black and minority ethnic backgrounds;
2. Whether university admissions processes are sufficiently enabling to capture the range of possible applicants from diverse backgrounds;
3. Student placement experiences and the on-going support for students from minority backgrounds; and
4. The retention of student teachers and teachers from minority backgrounds.

Members of this group are:

- Professor Rowena Arshad, University of Edinburgh (Chair)
- Ken Muir, General Teaching Council (Scotland)
- Dr Morag Redford, Scottish Council of Deans of Education
- Khadija Mohammad, Scottish Association of Minority Ethnic Educators (SAMEE)
- Hakim Din, Calabar Education Consultants, former HMIE
- Maureen McKenna, Association of Directors of Education Scotland (ADES)
- Eloise Nutbrown, Policy Manager, Migration Population and Diversity (COSLA)
- David Roy, Scottish Government
- Kelly Ireland, Scottish Government (Secretariat)

During the working group's first meeting, members agreed to consult wider on the remit engaging with various organisations and institutions across the teaching profession. A number of discussions with various groups have taken place and a number of research

documents and surveys have been collected during this time, I have attached the Glasgow Survey as a sample of evidence gathered.

The group was keen to meet with BEMIS at this stage as action has progressed significantly on under-representation in education since your initial meeting with SG colleagues. We hoped to gather the views of BEMIS to include in our information gathering exercise for consideration before the final report and recommendations is drafted.

If you would like to meet with Rowena and members of this group to share your views around the work of this group, please let me know and I will arrange for that to happen. We would need to conduct the meeting by 30 June at the latest to allow time for the drafting of the report.

Have a lovely weekend and I hope to speak to you soon.

[Redacted under S38(1)(b) Personal data relating to third party]

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]

**Sent:** 23 May 2018 15:32

**To:** [Redacted under S38(1)(b) Personal data relating to third party]

**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]

**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Thanks for your reply.

Just a quick note to clarify that we met with you and your colleague at VQ for the purpose of this particular group and the theme of addressing under representation of EM teachers in Schools.

[Redacted under S30(b)ii Free and frank exchange of views]

Hope these points can still help, and we cannot submit a generic written response in a vacuum. If you are interested in receiving a written response from us, then we would welcome an indication to the group's line of thoughts and areas where they could benefit from our informed response.

I am advised that the board would certainly be keen to meet with Rowena even if it is a June date; I am equally advised that they would require more than a chat and that a written response cannot happen in a vacuum. If not feasible, I am anticipative that they will understand.

Kind regards

Rami

Rami Ousta

Chief Executive Officer

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**From:** [Redacted under S38(1)(b) Personal data relating to third party]

**Sent:** 22 May 2018 11:13

**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]

**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]

**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hello Rami

Thanks for your email. I think your meeting would have taken place with the group who are focussing on the national race equality agenda and have developed the Race Equality Action Plan (REAP), our group is a sub-group of REAP which is chaired by Rowena Arshad focussing on one of the recommendations within the action plan which is to increase the number of teachers from under-represented groups at all levels in schools.

Over the past 2 months our group members have targeted key organisations and interested parties to discuss the issue of under-representation to gain a broader understanding from ITE through to posts in schools. BEMIS was on our engagement list which is what initiated our email discussions and we are keen to hear your views, either face to face or if easier a written response from BEMIS would be equally helpful. Rowena will be drafting a report next month so ideally we would meet this week if you and your colleagues wish to chat to [Redacted under S38(1)(b) Personal data relating to third party] and I about under representation in Scottish schools.

[Redacted under S38(1)(b) Personal data relating to third party]

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]

**Sent:** 18 May 2018 10:04

**To:** [Redacted under S38(1)(b) Personal data relating to third party]


**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]

**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi [Redacted under S38(1)(b) Personal data relating to third party]

Hope all is well and apology for the delay in replying as my colleagues (**copied**) were away. I am aware that we managed to meet with you and your colleague at VQ, and we had initial discussion in relation to race equality and representation. Things stalled since then as we have not been asked to be involved at the Reference Group as indicated initially; however, our colleagues were seeking more of a meeting with the independent consultants as it is our view that this would provide for a more focused and wider discussion.

Kind Regards  
Rami

Rami Ousta  
Chief Executive Officer  
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**From:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 15 May 2018 11:54  
**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hello Rami

I hope you are well. Following on from my email below and realising the dates I proposed are for this week, I wondered if any of the following dates would suit you and your colleagues better?

Wed 23 May anytime or  
Thursday 24 May AM

As before, we can host the meeting here in Victoria Quay or we would happily travel to a venue of your choice.

It would be helpful to have this meeting before the end of the month to provide Rowena and the working group with your feedback and contribution to support and inform the report and recommendations.

Regards,

**[Redacted under S38(1)(b) Personal data relating to third party]**

**From:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 03 May 2018 10:34  
**To:** Rami Ousta  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi Rami

[Redacted under S38(1)(b) Personal data relating to third party], a member of the Diversity in the Teaching Profession Working Group and myself are free to meet the week commencing 14 May. The times we are both available are:

15 May PM  
16 May anytime  
17 May anytime

We can offer the meeting here at Victoria Quay in Edinburgh, Leith or we are happy to travel to meet you. Please let me know if any of these dates work for you.

Best Regards,

[Redacted under S38(1)(b) Personal data relating to third party]  
Policy Officer  
Teacher Education & Leadership Unit, Scottish Government

Tel: [Redacted under S38(1)(b) Personal data relating to third party]  
Mob: [Redacted under S38(1)(b) Personal data relating to third party]

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 02 May 2018 14:04  
**To:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi [Redacted under S38(1)(b) Personal data relating to third party]

How about you provide us with few dates and it will be easier for us to coordinate with our colleagues here.

Kind regards  
rami

Rami Ousta  
Chief Executive Officer  
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**From:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 02 May 2018 10:10



**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi Rami – many thanks. Speak to you soon and hopefully see you sometime this month.

[Redacted under S38(1)(b) Personal data relating to third party]

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 02 May 2018 10:02  
**To:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Thanks [Redacted under S38(1)(b) Personal data relating to third party]  
I will come back to you with new dates by tomorrow as I will check with others too.

Kind Regards  
rami

Rami Ousta  
Chief Executive Officer  
BEMIS - Empowering Scotland's Ethnic and Cultural Minority Communities  
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**From:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 01 May 2018 17:29  
**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hello Rami

Following on from my email below, are you able to provide any further dates for a meeting to discuss diversity in the teaching profession. The group met again yesterday and considered the evidence and data gathered today. They agreed it would be good to ensure we captured your views and keen to set a meeting up before the drafting of the report commences.

Could you suggest a few dates over the next few week? We could come to you or happy to host here in Victoria Quay, Edinburgh.

Many thanks,

[Redacted under S38(1)(b) Personal data relating to third party]

Policy Officer

Teacher Education & Leadership Unit, Scottish Government

Tel: [Redacted under S38(1)(b) Personal data relating to third party]

Mob: [Redacted under S38(1)(b) Personal data relating to third party]

**From:** [Redacted under S38(1)(b) Personal data relating to third party]

**Sent:** 25 April 2018 17:32

**To:** 'Rami Ousta'

**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi Rami

I am meeting with Rowena on Monday, she has been out of the country so I have had no contact with her to give you a confirmed date.

I will update you on Monday about a meeting date once I have chatted to her about availability.

I will see if Tues 1 May is suitable for her, do you have any other dates you could offer.

Thank you, [Redacted under S38(1)(b) Personal data relating to third party]

**From:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]

**Sent:** 05 April 2018 12:35

**To:** [Redacted under S38(1)(b) Personal data relating to third party]

**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]

**Subject:** RE: Diversity in the Teaching Profession - Information Gathering

Hi [Redacted under S38(1)(b) Personal data relating to third party]

Hope all is well.

We are fully committed to be part of the consultation, and we can suggest the following dates to meet at Glasgow:

- ✓ Mon 23, after 2pm, Glw
- ✓ Fri 27,
- ✓ Mon 30,
- ✓ or Tue 1 May any time

If these are not suitable, we will be happy to look at other dates.

Kind regards  
rami

Rami Ousta

Chief Executive Officer

**BEMIS - Empowering Scotland's Ethnic and Cultural Minority Communities**

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**From: [Redacted under S38(1)(b) Personal data relating to third party]**

**Sent:** 03 April 2018 16:57

**To: [Redacted under S38(1)(b) Personal data relating to third party] Rami Ousta**

**[Redacted under S38(1)(b) Personal data relating to third party]**

**Subject:** Diversity in the Teaching Profession - Information Gathering

Good Afternoon Rami

I hope you are well. I wanted to ask if you and your colleagues had considered our offer of a meeting with a member of our Diversity in the Teaching Profession Working Group? As you are aware I provide the secretariat to the group and we are keen to gather as much information and evidence as possible to support the report and recommendations of this work.

We are a pretty flexible group and can offer a meeting in most areas of Scotland.

I look forward to hearing from you soon.

**[Redacted under S38(1)(b) Personal data relating to third party]**

Policy Officer

Teacher Education & Leadership Unit, Scottish Government

**Tel: [Redacted under S38(1)(b) Personal data relating to third party]**

**Mob: [Redacted under S38(1)(b) Personal data relating to third party]**

**From: [Redacted under S38(1)(b) Personal data relating to third party]**

**Sent:** 07 March 2018 17:04

**To:** Rami Ousta; **[Redacted under S38(1)(b) Personal data relating to third party]**

**Cc: [Redacted under S38(1)(b) Personal data relating to third party]**

**Subject:** RE: Inclusive

Thanks Rami.  
Well done getting toe in the door!  
Best  
F

At 16:44 [Redacted] Rami Ousta wrote:

Thanks [Redacted under S38(1)(b) Personal data relating to third party] for your quick response and considerations, and apologies for the spelling in the previous email due to writing it in a rush between meetings.

We will have a staff meeting tomorrow morning and explore potential dates and participation for Monday the 12th.

Again, BEMIS is genuinely committed to supporting your efforts and be positive at all levels.

Kind Regards  
Rami.

Rami Ousta  
Chief Executive Officer  
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**From:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Sent:** 07 March 2018 16:39  
**To:** Rami Ousta [Redacted under S38(1)(b) Personal data relating to third party]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third party]  
**Subject:** RE: Inclusive

Good Afternoon Rami

Many thanks for your email, I appreciate you getting in touch with me. You are correct, there has been a number of meetings with interested parties, organisations and institutions across the teaching profession on this matter. It was agreed at the *diversity in the teaching profession working group* meeting

in February that BEMIS would be on the consultation list but unfortunately BEMIS were missed off the table in the minutes of the meeting (which was used to set up the initial sessions). However, the chair of the group, Rowena Arshad picked this error up only last week and asked me to get in touch with BEMIS to initiate an engagement session.

Rowena and I are meeting with teacher unions and the Racial Equality Councils tomorrow afternoon. We then have a smaller session with charity organisations on Monday. Ideally, we would invite you to the meeting taking place on Monday but Rowena and myself thought that would be very short notice for staff in your organisation and were due to discuss a range of possible dates tomorrow when we met.

If BEMIS could be represented at the meeting on Monday 12 March in St Andrew's House, Edinburgh at 1300 that would be fantastic, but given the short time scales, we would also be happy to meet separately on this matter. Please let me know what would work best for you and I will confirm arrangements with Rowena as quickly as possible.

I do hope this helps resolve your concern as you know that we are very keen to hear the views of your organisation and include these in our overall report.

I have copied Rowena in for information.

Kind regards,

**[Redacted under S38(1)(b) Personal data relating to third party]**Policy Officer

Teacher Education & Leadership Unit, Scottish Government

Tel: **[Redacted under S38(1)(b) Personal data relating to third party]**

Mob: **[Redacted under S38(1)(b) Personal data relating to third party]**

**From:** Rami Ousta **[Redacted under S38(1)(b) Personal data relating to third party]**

**Sent:** 07 March 2018 16:11

**To:** **[Redacted under S38(1)(b) Personal data relating to third party]**

**Cc:** **[Redacted under S38(1)(b) Personal data relating to third party]**

**Subject:** Inclusive

Dear [Redacted under S38(1)(b) Personal data relating to third party]

It has been brought to our attention that a consultation event concerning Diversity in the teaching profession is being conducted [Redacted under S30(b)ii Free and frank exchange of views]

Kind regards  
rami

Rami Ousta  
Chief Executive Officer  
**BEMIS - Empowering Scotland's Ethnic and Cultural Minority  
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Iethbhreac sam bith air an t-siostam agaibh agus fios a leigeil chun neach a sgaoil am post-d gun dàil.

Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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**BEMIS MEETING**  
**Wednesday 15 August, 1400 – 1500**  
**The Centrum Building. 38 Queens Street, G1 3DX**

**Participants**

Diversity Working Group Members

- Hakim Din, Former HMIE Inspector
- David Roy, Scottish Government

**BEMIS**

- Rami Ousta, Chief Executive Officer, BEMIS
- Redacted under S38(1)(b) Personal data relating to third party

**Agenda**

1. Welcome and Introductions
2. Background and Purpose of Meeting (David)
3. Open Discussion

## **Comments/exchange with BEMIS to date**

BEMIS are keen, following their meeting with SG officials, to assess with us how best they can provide assistance to the group and what rational can be progressed in the context of the group.

BEMIS fully respect the make-up of the group and complement its structure and focus [Redacted under S30(b)ii Free and frank exchange of views]

[Redacted under S30(b)ii Free and frank exchange of views]

## **Discussion points**

- Reconfirming the purpose and remit of this working group, it's timeline in terms of reporting and next steps.
- Their work around race and diversity, in particular diversity in the teaching profession and education sector.
- Their thoughts around barriers/issues to increasing BAME representation in the profession.
- Knowledge of any previous efforts made to increase BAME in the teaching profession.

## **Background – Scottish Government**

- The Race Equality Framework for Scotland sets out the Scottish Government's approach to promoting race equality and tackling racism and inequality between 2016 and 2030.
- The Scottish Government is determined that Scotland should be doing all it can to advance race equality, tackle racism and address barriers that prevent people from minority ethnic communities from realising their potential.
- The Race Equality Framework's purpose is to put a lens on this work to ensure that this vision is achieved equally for people from all ethnicities, helping to build a Scotland where we can all share a common sense of purpose and belonging.
- To achieve this, the Race Equality Framework for Scotland will take a long term, partnership approach, working with all sections of society including the Scottish Parliament, public sector bodies and agencies, established networks and forums, voluntary sector equality bodies and communities.

## **Background – Scottish Education**

- Following the publication of the Race equality framework, The Scottish Government Strategic Board for Teacher Education and the General Teaching Council of Scotland have established a short term working group on increasing the number of teachers from under-represented groups at all levels in Scottish schools, the first meeting took place in November 2017 and met again in January this year. The working group is chaired by Professor Rowena Arshad and supported by educational experts familiar with race related issues.
- The working groups remit will include considering existing evidence including relevant data extracted from the annual Teacher Census, engagement with Scottish education organisations and institutions and drawing on previous data and evidence previously published.
- Despite high attainment levels at schools and rates of entry to further and higher education after school, statistically, minority ethnic people are not receiving the labour market advantages which should be expected from their positive educational outcomes. Unemployment and underemployment are relatively high for minority ethnic groups, including minority ethnic graduates. **And more so within the teaching profession.**

### **The Short Term Working Group will explore:**

1. Whether Initial Teacher Education (ITE) programmes and associated recruitment activity are attractive and relevant to students from black and minority ethnic backgrounds;
2. Whether university admissions processes are sufficiently enabling to capture the range of possible applicants from diverse backgrounds;
3. Student placement experiences and the on-going support for students from minority backgrounds; and
4. The retention of student teachers and teachers from minority backgrounds.

### **Members**

- Professor Rowena Arshad, University of Edinburgh (Chair)
- Ken Muir, General Teaching Council (Scotland)
- Dr Morag Redford, Scottish Council of Deans of Education
- Khadija Mohammad, Scottish Association of Minority Ethnic Educators (SAMEE)
- Hakim Din, Calabar Education Consultants, former HMIE
- Maureen McKenna, Association of Directors of Education Scotland (ADES)

- David Roy, Scottish Government
- Kelly Ireland, Scottish Government (Secretariat)

### **Working Group discussions and next steps**

- During the working group's first meeting, members agreed to consult wider on this matter engaging with various organisations and institutions across the teaching profession. Writing to unions, universities, local authorities, voluntary sector and other interested organisations asking ***“to what extent was racial diversity was considered within their organisation?”***
- The responses were varied but we were keen to pick up on the more interesting replies we received and seek some further information to help support the information gathering exercise for the group's consideration.

### **Conclusion**

#### **Vision for the group / Scottish Government**

We will consider all responses from our stakeholder engagement sessions alongside a number of research documents we have gathered. It is expected the group will publish a report and recommendations during Autumn 2018, we will keep all of our initial stakeholders involved and circulate the output of the group widely.

We really appreciate you taking time out of your day to speak to us, thank you.

**END**

From: ARSHAD Rowena [Redacted under S38(1)(b) Personal data relating to third]  
Sent: 16 August 2018 09:54  
To: [Redacted under S38(1)(b) Personal data relating to third]  
Cc: [Redacted under S38(1)(b) Personal data relating to third]  
Subject: Re: New version of the report / BEMIS

Thank you for this. My responses in bold below.

[Redacted under S30(b)ii Free and frank exchange of views]

Rowena

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From: [Redacted under S38(1)(b) Personal data relating to third]  
Sent: 16 August 2018 09:49  
To: ARSHAD Rowena  
Cc: [Redacted under S38(1)(b) Personal data relating to third]  
Subject: New version of the report / BEMIS

Rowena,

Apologies for another slight delay – I'm aiming to send you a new version of the report later today. It's getting better but further work is required.

[Redacted under S38(1)(b) Personal data relating to third] and I met BEMIS yesterday afternoon.

[Redacted under S30(b)ii Free and frank exchange of views]

. Key points:

- [Redacted under S30(b)ii Free and frank exchange of views]

Thanks

[Redacted under S38(1)(b) Personal data relating to third]

[Redacted under S38(1)(b) Personal data relating to third]

Scottish Government

Learning Directorate: People and Leadership

Tel: [Redacted under S38(1)(b) Personal data relating to third]

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Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadaichte a chleachdadh ann an dòigh sam bith, a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo gun fhiosd', bu choir cur às dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh agus fios a leigeil chun neach a sgaoil am post-d gun dàil.

Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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**From:** [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 27 September 2018 16:53

**To:** 'ARSHAD Rowena' [Redacted under S38(1)(b) Personal data relating to third]

**Cc:** [Redacted under S38(1)(b) Personal data relating to third]

**Subject:** RE: Any luck with CRER?

Hi Rowena

Thank you for that number, I got a hold of Jatin. He doesn't feel a meeting at this stage would be helpful but suggested commenting on the draft report might add more value. What are your thoughts on that?

He did say he would have liked to be involved prior but welcomes this opportunity and keen to be involved going forward. I apologised to him that CRER were not contacted and noted that I also thought they had been contacted through the initial call for evidence. I also mentioned the next phase of this work will require a wider network of stakeholders to help shape the implementation of these recommendations and discuss how progress can be monitored going forward, he seemed more relaxed by the end of the call

[Redacted under S38(1)(b) Personal data relating to third]

**From:** ARSHAD Rowena [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 27 September 2018 16:38

**To:** [Redacted under S38(1)(b) Personal data relating to third]

**Subject:** Re: Any luck with CRER?

Hi Kelly,

Try their CEO Jatin Haria on [Redacted under S38(1)(b) Personal data relating to third] or email at [Redacted under S38(1)(b) Personal data relating to third]

Thank you  
Rowena

Sent from my iPhone

On 27 Sep 2018, at 16:29, [Redacted under S38(1)(b) Personal data relating to third] wrote:

Hi Rowena

I am hoping that is possible, I contacted them yesterday and today but had no answer, do you have any direct contact details because their generic number is just rigging out?

Thanks, [Redacted under S38(1)(b) Personal data relating to third]

**From:** ARSHAD Rowena [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 27 September 2018 16:26

**To:** [Redacted under S38(1)(b) Personal data relating to third]

**Subject:** Any luck with CRER?

[Redacted under S38(1)(b) Personal data relating to third],

I would like to connect with CRER before we provide the final report for sign off please- is that possible. I think they may have valuable insights we will wish to include. If not, then it is not time wasted but important to ensure they are on board.

thanks,

Rowena

Professor Rowena Arshad OBE  
Chair in Multicultural and Anti-Racist Education  
Head of Moray House School of Education  
University of Edinburgh  
Old Moray House  
Holyrood Road  
Edinburgh  
EH8 8AQ

also

Director of the Centre for Education for Racial Equality in Scotland (CERES)

<http://www.ceres.education.ed.ac.uk/>

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Book: Social Justice Re-examined

<http://ioepress.co.uk/books/social-justice-equality-and-human-rights/social-justice-re-examined/>

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<image001.png> <image002.jpg>

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**From:** ARSHAD Rowena

**Sent:** 26 September 2018 13:13

**To:** [Redacted under S38(1)(b) Personal data relating to third] **Subject:** Re: Problem?

Thank you for this [Redacted under S38(1)(b) Personal data relating to third]

The only day I have available is Friday 5th October morning. I have no other slots available I am afraid. It would be good if I could meet with [Redacted under S38(1)(b) Personal data relating to third] but if not, then see if [Redacted under S38(1)(b) Personal data relating to third] could as she is closest to Glasgow,

thanks,

Rowena

Professor Rowena Arshad OBE  
Chair in Multicultural and Anti-Racist Education  
Head of Moray House School of Education  
University of Edinburgh  
Old Moray House  
Holyrood Road  
Edinburgh  
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Book: Social Justice Re-examined  
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**From:** [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 26 September 2018 10:58  
**To:** ARSHAD Rowena; [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** RE: Problem?

Hi Rowena

I hope you are well. I have checked our records and minutes and CRER were not on the agreed list which was discussed at meeting 3.

I am happy to contact Jatin Haria from CRER to arrange this. Can you send me a few dates you are available before you go on leave?

Thanks, [Redacted under S38(1)(b) Personal data relating to third]

**From:** ARSHAD Rowena [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 21 September 2018 14:13  
**To:** [Redacted under S38(1)(b) Personal data relating to third]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** Re: Problem?

Hi [Redacted under S38(1)(b) Personal data relating to third],

If we wrote to them and they did not reply - we need to double check with them as they have been waiting for our invite.

I would like to meet with them if at all possible but equally very happy for you or Kelly plus Khadija or Ken or Maureen could to do this if at all possible.

[Redacted under S38(1)(b) Personal data relating to third] Time slots are getting very limited though if they are able to come to Edinburgh.. I can be a little more accommodating I hesitate to suggest [Redacted under S38(1)(b) Personal data relating to third] again as he has assisted with the BEMIS mtg.

thanks,

Rowena

Professor Rowena Arshad OBE  
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Head of Moray House School of Education  
University of Edinburgh  
Old Moray House

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**From:** [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 21 September 2018 14:09

**To:** ARSHAD Rowena

**Cc:** [Redacted under S38(1)(b) Personal data relating to third]

**Subject:** Re: Problem?

Hi Rowena

Apologies for missing your call. I've just finished a meeting in Glasgow.

I don't remember seeing anything from CRER and will need to check whether we have made any contact with them.

Do you want us to go ahead and offer a discussion or would you prefer to send the email in this case? Would you like to be involved in the meeting perhaps with another member of the group?

Thanks

**[Redacted under S38(1)(b) Personal data relating to third]**

**From:** ARSHAD Rowena

**Sent:** Friday, 21 September 2018 13:18

**To:** **[Redacted under S38(1)(b) Personal data relating to third]**

**Subject:** Problem?

Hi both,

Slight glitch... I was chatting with Jatin Haria from CRER in Glasgow today. **[Redacted under S30(b)ii Free and frank exchange of views]** I had said I thought we had. I went back through my minutes and notes and I am not sure we did.

Did we write to them?

If not, then I really want to include any evidence they can give us and to speak with them. They have done work that would be useful for us to have.

I have tried to call David - but clearly you are busy elsewhere.e

thanks,

Rowena

Professor Rowena Arshad OBE  
Chair in Multicultural and Anti-Racist Education  
Head of Moray House School of Education  
University of Edinburgh  
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Book: Social Justice Re-examined

<http://ioepress.co.uk/books/social-justice-equality-and-human-rights/social-justice-re-examined/>

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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**From:** [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 09 October 2018 10:27

**To:** 'ARSHAD Rowena' [Redacted under S38(1)(b) Personal data relating to third]

**Subject:** RE: NOW WITH ATTACHMENT - Diversity in Teaching Profession Draft - CRER Comments Final

Hi Rowena

Tomorrow at 4.30 is great for us, let me have your direct dial and I will call you at 4.30. I agree, we need to wrap this up as we have committed publically to publish the report in the autumn so if we could go through the comments tomorrow that would be great. Would you be happy to reply formally to CRER on the back of our conversation tomorrow following our agreement on the comments and next steps?

Speak to you tomorrow.

Thanks, [Redacted under S38(1)(b) Personal data relating to third]

**From:** ARSHAD Rowena [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 09 October 2018 10:02

**To:** [Redacted under S38(1)(b) Personal data relating to third]

**Subject:** Re: NOW WITH ATTACHMENT - Diversity in Teaching Profession Draft - CRER Comments Final

Hi [Redacted under S38(1)(b) Personal data relating to third],

Yes.. I think they are very useful suggestions though I need to go through them one by one. I have no time today to do that but hope to look at it first thing tomorrow. [Redacted under S38(1)(b) Personal data relating to third]. So we need to get this wrapped up so that you and David can move on with the next bits. I have one day in between on Sunday 21st where I can look at emails and make further comment.

So shall we arrange to speak tomorrow -Wednesday or Thursday? Tomorrow.. I could manage at 4.30pm or on Thursday at 10am or at 11am ( for now.. this might change as I am waiting on a colleague to write back about a meeting.. but I can work around that).

thanks,

Rowena

Professor Rowena Arshad OBE  
Chair in Multicultural and Anti-Racist Education  
Head of Moray House School of Education  
University of Edinburgh

Old Moray House  
Holyrood Road  
Edinburgh  
EH8 8AQ

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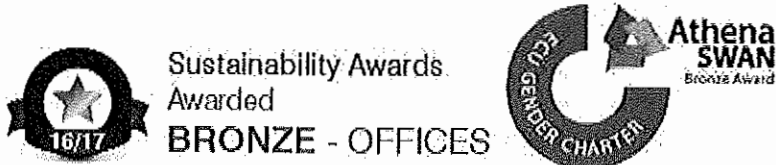
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**From:** [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 08 October 2018 10:11  
**To:** ARSHAD Rowena  
**Subject:** RE: NOW WITH ATTACHMENT - Diversity in Teaching Profession Draft - CRER Comments Final

Hi Rowena

Very helpful and useful to have further evidence to include in the draft to strengthen the final version.



I am not in the office today but will plan a call for tomorrow, what is your availability?  
[Redacted under S38(1)(b) Personal data relating to third] and I are free between 12-3.

[Redacted under S38(1)(b) Personal data relating to third]

**From:** ARSHAD Rowena [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 06 October 2018 19:00  
**To:** [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** Fw: NOW WITH ATTACHMENT - Diversity in Teaching Profession Draft - CRER Comments Final

Hi [Redacted under S38(1)(b) Personal data relating to third],

Some very useful points but perhaps we could touch base on Monday or Tuesday on the phone on this. No doubt, you will get a view from David.

thanks,

Rowena

Professor Rowena Arshad OBE  
Chair in Multicultural and Anti-Racist Education  
Head of Moray House School of Education  
University of Edinburgh  
Old Moray House  
Holyrood Road  
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**From:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 05 October 2018 22:46  
**To:** ARSHAD Rowena; [Redacted under S38(1)(b) Personal data relating to third]  
**Cc:** Jatin Haria  
**Subject:** NOW WITH ATTACHMENT - Diversity in Teaching Profession Draft - CRER Comments Final

Hi Rowena / [Redacted under S38(1)(b) Personal data relating to third]

Thank you for the opportunity to comment on the draft report.

**Redacted under S30(b)ii Free and frank exchange of views**

Thanks,

Jatin

Jatin Haria  
Executive Director  
Coalition for Racial Equality and Rights  
8 John Street Glasgow G1 1JQ  
[Redacted under S38(1)(b) Personal data relating to third][www.crer.org.uk](http://www.crer.org.uk)

**From:** [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 27 September 2018 17:45  
**To:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** Restricted - Diversity in the Teaching Profession

Hi Jatin

It was nice to speak to you today and thank you for understanding the error on our part around the confusion on the initial call for evidence. Your views are important to the development of this report therefore I have attached a copy of the draft for your thoughts, please feel free to suggest edits or comments on the document for the group to consider.

**Redacted under S30(b)ii Free and frank exchange of views**

If possible, a response by Thursday next week would be most helpful. Rowena or myself are more than happy to chat to you or your colleagues about this if that would help.

Many thanks,

[Redacted under S38(1)(b) Personal data relating to third] Learning Directorate:  
Workforce, Infrastructure and Reform Division  
2B North, Victoria Quay, Edinburgh, EH6 6QQ  
Tel: [Redacted under S38(1)(b) Personal data relating to third]

**[Redacted under S38(1)(b) Personal data relating to third]**

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

\*\*\*\*\*

Jatin Haria  
Executive Director  
Coalition for Racial Equality and Rights  
8 JohnStreet, Glasgow G 1 1JQ  
Tel: [Redacted under S38(1)(b) Personal data relating to third]

[Redacted under S38(1)(b) Personal data relating to third]

[www.crer.org.uk](http://www.crer.org.uk)

Begin forwarded message:

**From:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]  
**Date:** 5 October 2018 at 19:42:05 BST  
**To:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** Emailing: Diversity in Teaching Profession Draft - CRER Comments Final

Your message is ready to be sent with the following file or link attachments:

Diversity in Teaching Profession Draft - CRER Comments Final

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**From:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 09 October 2018 12:21

**To:** ARSHAD Rowena [Redacted under S38(1)(b) Personal data relating to third]**Subject:** FW:  
NOW WITH ATTACHMENT - Diversity in Teaching Profession Draft - CRER Comments Final

Hi Rowena / [Redacted under S38(1)(b) Personal data relating to third]

One further comment: Redacted under S30(b)ii Free and frank exchange of views  
Thanks,

Jatin

Jatin Haria

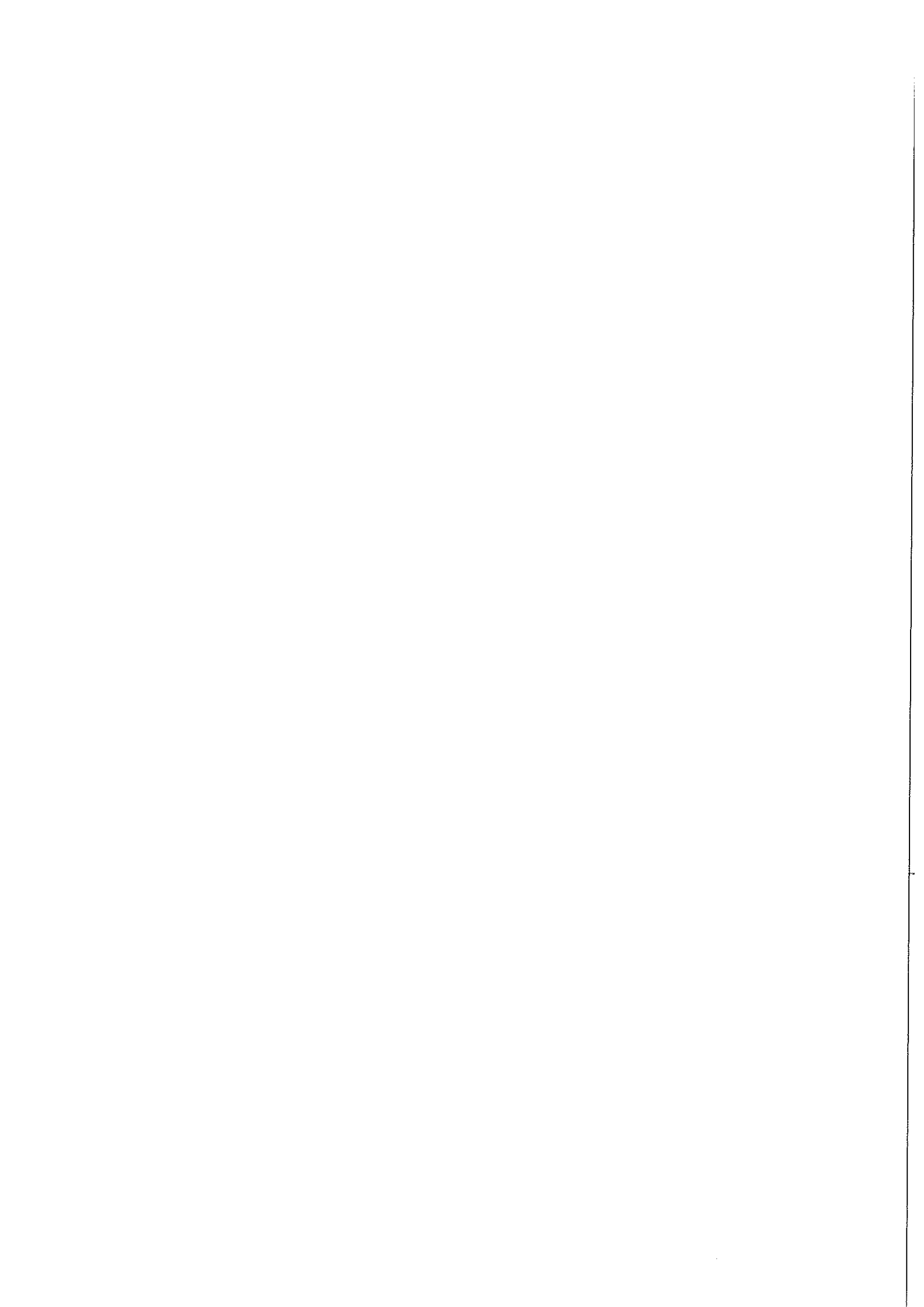
Executive Director

Coalition for Racial Equality and Rights

8 John Street Glasgow G1 1JQ

[Redacted under S38(1)(b) Personal data relating to third] [www.crer.org.uk](http://www.crer.org.uk)

Not in Scope



**From:** [Redacted under S38(1)(b) Personal data relating to third]

**Sent:** 10 October 2018 16:13

**To:** [Redacted under S38(1)(b) Personal data relating to third]Rowena Arshad [Redacted under S38(1)(b) Personal data relating to third]

**Subject:** [https://www.csrec.org.uk/wp-](https://www.csrec.org.uk/wp-content/uploads/2018/06/BME_Teachers_In_Scotland_2018.pdf)

[content/uploads/2018/06/BME\\_Teachers\\_In\\_Scotland\\_2018.pdf](https://www.csrec.org.uk/wp-content/uploads/2018/06/BME_Teachers_In_Scotland_2018.pdf)

For info.

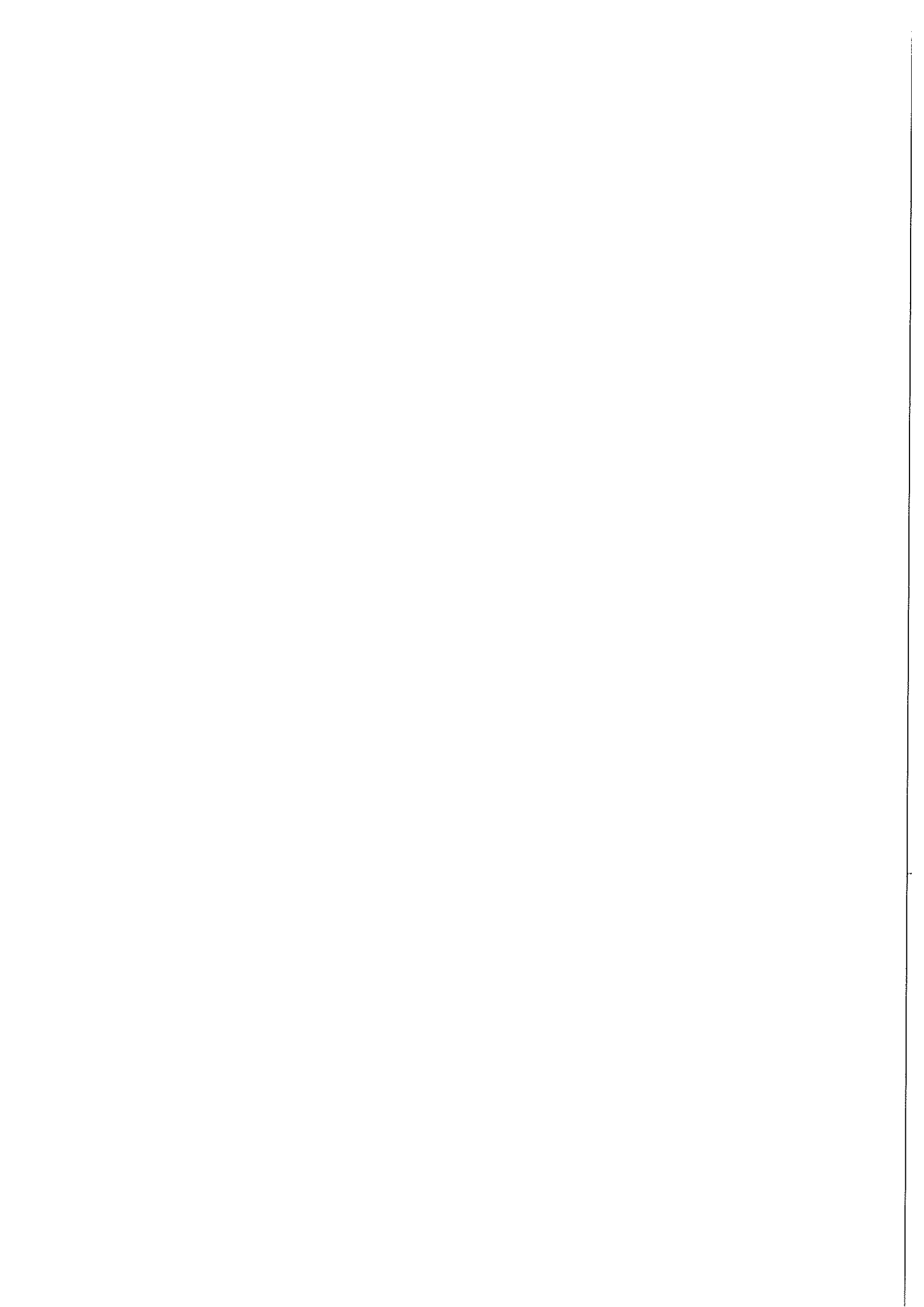
[Redacted under S38(1)(b) Personal data relating to third]

Learning Directorate: Workforce, Infrastructure and Reform Division

2B North, Victoria Quay, Edinburgh, EH6 6QQ

Tel: [Redacted under S38(1)(b) Personal data relating to third]

[Redacted under S38(1)(b) Personal data relating to third]





From: [Redacted under S38(1)(b) Personal data relating to third]

Sent: 16 October 2018 13:47

To: [Redacted under S38(1)(b) Personal data relating to third] Jatín Haria [Redacted under S38(1)(b) Personal data relating to third]

Subject: RE: Diversity in the Teaching Profession

Dear [Redacted under S38(1)(b) Personal data relating to third]

Thank you for your patience. [Redacted under S38(1)(b) Personal data relating to third] I am just picking up your emails now.

Here is the information you were looking for:

1. **Fewer BME individuals appointed to teaching positions vs completing teacher training**
  - a. This information came from our finding that 2.7% of those enrolled in teacher training courses and 2.9% of those entering a teacher training course have a BME background (data request from the Scottish Funding Council). The Scottish Government reports through its Teachers Census 2017 that 2.0% of primary, 1.8% of secondary, and 1.4% of special school teachers have a BME background. Working from the proportions, we can see that there are fewer BME teachers than BME teacher training graduates.
2. **BME individuals applying for teaching positions at a rate near or above the population**
  - a. This is from our report BME Teachers in Scotland - [https://docs.wixstatic.com/ugd/7ec2e5\\_cb7aff9ac0254e61aa16c1c578e91f45.pdf](https://docs.wixstatic.com/ugd/7ec2e5_cb7aff9ac0254e61aa16c1c578e91f45.pdf) . FOI requests to local authorities found that, at the application stage, 19 local authorities had a higher rate of BME applications than the local corresponding BME population. Eight local authorities had a BME application rate over 4.0% (the national average, and an overrepresentation for 5 local authorities).
3. **Runnymede Trust**
  - a. There is no comparable research done in Scotland in line with the Runnymede Trust's report on English schools. This could be an area for future work. As far as I'm aware, our BME Teachers in Scotland report is the only quantitative research done into the disparity between application, shortlisting, and appointment rates (which found that the BME groups are overrepresented in application rates, but underrepresented in shortlisted and further underrepresented in appointment and staff in post).
4. **Disparity in application and appointment rates**
  - a. This is from our BME Teachers in Scotland report, available here [https://docs.wixstatic.com/ugd/7ec2e5\\_cb7aff9ac0254e61aa16c1c578e91f45.pdf](https://docs.wixstatic.com/ugd/7ec2e5_cb7aff9ac0254e61aa16c1c578e91f45.pdf) . It is a Scottish research piece, with information taken from FOI requests made to local authorities.
5. **Concentration of BME population in cities**
  - a. This data comes from the 2011 Scottish Census.
6. **BME Staff in HE**
  - a. This analysis came from CRER's work on to produce a report on the effectiveness of the PSED outcomes. <https://www.equalityhumanrights.com/en/publication-download/reviewing-aims-and-effectiveness-public-sector-equality-duty-psed-great-britain> . The information came from an analysis of employment data from Scottish public sector bodies.

I hope I have understood your questions. If there is anything else I can send along, please do let me know.

Many thanks in advance.

All the best,

[Redacted under S38(1)(b) Personal data relating to third]

**From:** [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 15 October 2018 12:24  
**To:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** RE: Diversity in the Teaching Profession

Hello Jatin and [Redacted under S38(1)(b) Personal data relating to third]

Further to my queries below, a couple of other things to help develop the report further:

[Redacted under S30(b)ii Free and frank exchange of views]

Is it possible to have a response by lunchtime tomorrow?

Thanks,

[Redacted under S38(1)(b) Personal data relating to third]

**From:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 11 October 2018 15:56  
**To:** [Redacted under S38(1)(b) Personal data relating to third]  
**Cc:** [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** RE: Diversity in the Teaching Profession

Hi [Redacted under S38(1)(b) Personal data relating to third],

My colleague [Redacted under S38(1)(b) Personal data relating to third] can get back to you on all of these. However, she's not back in the office till Monday so I hope you can wait till then.

Jatin

**From:** [Redacted under S38(1)(b) Personal data relating to third]  
**Sent:** 11 October 2018 14:17  
**To:** Jatin Haria [Redacted under S38(1)(b) Personal data relating to third]  
**Subject:** Diversity in the Teaching Profession

Hello Jatin

I hope you are well [Redacted under S30(b)ii Free and frank exchange of views]

Your further assistance would be greatly appreciated.

Regards,

[Redacted under S38(1)(b) Personal data relating to third]

Learning Directorate: Workforce, Infrastructure and Reform Division

2B North, Victoria Quay, Edinburgh, EH6 6QQ

Tel: [Redacted under S38(1)(b) Personal data relating to third]

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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