

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 12th 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

[Redacted under S38(1)(b) Personal data relating to third party] | 0141 548 8047 |

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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 you 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 25th June or after 10th 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:

We fully respect the make-up of the group and complement its structure and focus; however, we certainly would have liked to see the initial exploration points go beyond the noted ones in your email. We are keen to explore the evidence for considering exploring merely such points, and we would welcome an opportunity to get site of such evidence.

In addition, we would encourage the group to explore equally other dimensions where we can investigate issues impacting on and within the EM communities themselves in relation to teachers' career opportunities and approaches: issues of perceptions, opportunities, experiences, youth and parents attitudes and awareness of teaching as a potential career, competency and development side.

Further, can we ask if the evidence noted in your email is inclusive of all diverse minorities or selected ethnicities / age groups, etc !!

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: 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

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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

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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 +0000 7/3/18, 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 resolves 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 with unions and We are concerned that such process has excluded BEMIS Scotland and the diverse community organisations that we support and represent. In some ways we feel that the opportunity granted for such consultation is not as wide and inclusive as it could have been.

We have had broad involvement regarding this particular issue with Mr Muir from GTC and with the SG. In fact, we were made to believe that a steering group will be set up where BEMIS will be involved. However, we note that it has and while BEMIS has not been invited which is a real concern especially with the diversity remit and race equality expertise in education

I recall at our meeting with the SG that the biggest risk in what addressing this crucial theme will be to classify a gap in race equality (teachers diversity) as purely discrimination, and that race equality work should not be approached in that context.

We believe that as a national umbrella body supporting the diverse EM communities should have the opportunity to engage our diverse members in such consultations especially when we have a clear race equality remit and continue to function as a strategic partner to the SG. BEMIS has a lot to offer in this context towards a progressive race equality framework for teachers education and diversity !!!

In addition, various members are concerned that the terminology used for BME is restrictive to the concept of 'diversity' and the worry is if a marketing approach to race or diversity.

Kind regards
rami

Rami Ousta
Chief Executive Officer
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