



Leadership & Equality:

Why the last thing we need is a Post Pandemic Reset

Race Inequality in Post 16 Education
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An unequivocal global wrongness.....

- X Afro-descendant non-completion (Uruguay)
- X Blacks 'at risk' (Canada)
- X Inter-student racial discrimination (Australia)
- X Black and Hispanic progress (US)
- X Returns from education (South Africa)

Little cause for comfort in the UK*.....

- X Least progress (11-16): Black (all) and Pakistani
- X Least sustained destinations (post 16): Black/Bangladeshi/Pakistani
- X Less likely to go to high tariff HEIs /obtain good degrees: Indian/Chinese
- X Less likely to undertake Apprenticeships: All ethnic minorities
- X Less earnings (1, 3, 5 and 10 years after graduating): All ethnic minorities

Sources: Unesco Ideas Lab, Office for National Statistics

**All data for England*

And when we factor in other indicators....

- X Likelihood of living in persistent poverty
- X Highest exclusion rates
- X Youth custody
- X Adult unemployment
- X Application response rates
- X Life expectancy

And the effects of Covid 19.....

- X Death rates and Comorbidity
- X Employment in 'Covid' occupations
- X Behind in learning
- X IT and Data poverty
- X Mental illness amongst
- X Disproportionate social and economic effects

Sources: Office for National Statistics, Royal College of Paediatrics and Child Health

Alongside population changes to 2052...(all Brexit scenarios):

- X Marked overall growth, more ethnically diverse
- X White British population will fall substantially
- X Ethnic population will more than double
- X Biggest growth amongst Asians
- X Ethnic migration to affluent areas bordering larger cities
- X Migration greatest amongst asian communities
- X White and Chinese will remain broadly concentrated
- X Black Caribbean population will grow and move the least

Source: Leeds Institute for Data Analytics, University of Leeds

So what does Further Education (FE) leadership look like?

- p 23% ethnic minority students (UK EM pop. 14%)
- p 77% White (UK White pop. 84%)
- p The ethnic minority share has grown consistently
- p 16% of the FE workforce is ethnic minority
- p Ethnic minority senior leaders has fallen from 13% in 2017 to c5% now
- p No available data for second tier and below, nor for governing bodies
- p Most FE national organisations comprise 100% White leadership teams
- p Only 5% of all Her Majesty's Inspectors are EM
- p No ethnic minority appointees on the FE Commissioner's senior team
- p Emergent College Groups predominantly white leadership structures

Sources: *Various*

Towards FE Leadership.....

- ✓ Acknowledge the challenge and reach out to the most vulnerable
- ✓ Lead an open, honest and solutions focused dialogue
- ✓ Involve everyone: no space for 'social distancing'
- ✓ Develop new coalitions through a compelling narrative
- ✓ Agree baselines, set joint targets and measure progress forensically
- ✓ Engage all 'gatekeepers': 'In reach' and 'Out reach'
- ✓ Advocate and champion role models: 'Hands on shoulders'
- ✓ Encourage 'shared evaluation' and 'peer exchange'
- ✓ Celebrate success collectively

Personal Examples:

Jewels in the Crown, Towns Like Us, A Town for Enterprise

So why would we want a Reset?

Definition: Reset

“restores a system to its initial state by erasing all information held on it”

The Post Pandemic.....?

reverse, reinvent, replace, reengage, redo, response, restructure, recommit, reconfigure, redefine, revise, recreate, rethink, reimagine, rewrite, regroup, reconnect, refit, reckon, renaissance, realise, rebirth, reclaim, reframe, redream, resolve, remix, rewrite, rebalance, recalibrate, recast, reconceive, reconcile, redeem.....



Thank You



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