



Activist. Authentic. Authoritative.

# BLG: Working towards Anti-racist Wales 2030



DARPL Annual Conference 20 June 2024

# About the Black Leadership Group (BLG)

## Our mission

Eradicate racism.

## Our vision

An anti-racist culture at the core of all aspects of UK life, education and work.

## Our purpose

We exist to challenge systemic racism for the benefit of all \*Black communities and the wider UK society as a whole, to be the authoritative voice of Anti-racism in F/HE, schools, public, voluntary and private sectors and to further the interests of people from ethnically diverse backgrounds who share a lived experience of the effects of racism.



**KEY ACHIEVEMENTS**  
2022-2023

# Our Beliefs

- Every individual has the right to live a fulfilling life.
- For as long as systemic racism exists, everyone's potential will be held back.
- An anti-racist education helps people to define and challenge themselves, widen their experience and shape their world.
- An anti-racist society unlocks the full potential of all individuals, organisations and communities.

# Objectives for the session

- Insights into BLG philosophy, principles and methodology
- Insights into approaches to national, regional, and sector cultural change, underpinned by professional learning and practice
- Bringing the learning home: Your role as an individual practitioner and leader

# Black Leadership Group (BLG) & \*BLACK

\* BLG uses 'Black' as an inclusive definition for people from ethnically diverse backgrounds who share a lived experience of the effects of racism.

# PRACTICAL EXERCISE

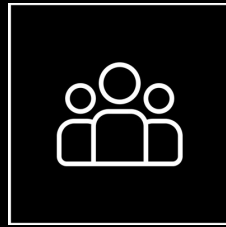


# 10 Point Plan



## Curriculum

**01**  
Radical revision of  
curricula and  
qualifications



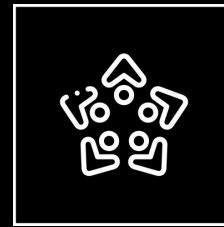
## Culture

**02**  
Antiracism central  
to CPD

**03**  
Institutions publish  
data annually

**04**  
Organisations  
publish data annually

**05**  
Advisory groups  
led by experts



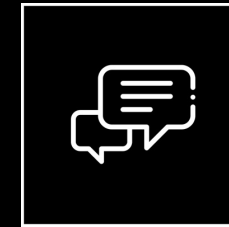
## Climate

**06**  
Recruitment processes  
redress imbalances

**07**  
Quality systems spotlight  
race equality

**08**  
Statutory bodies incorporate  
race equality assessments

**09**  
Best practice  
anti racism frameworks



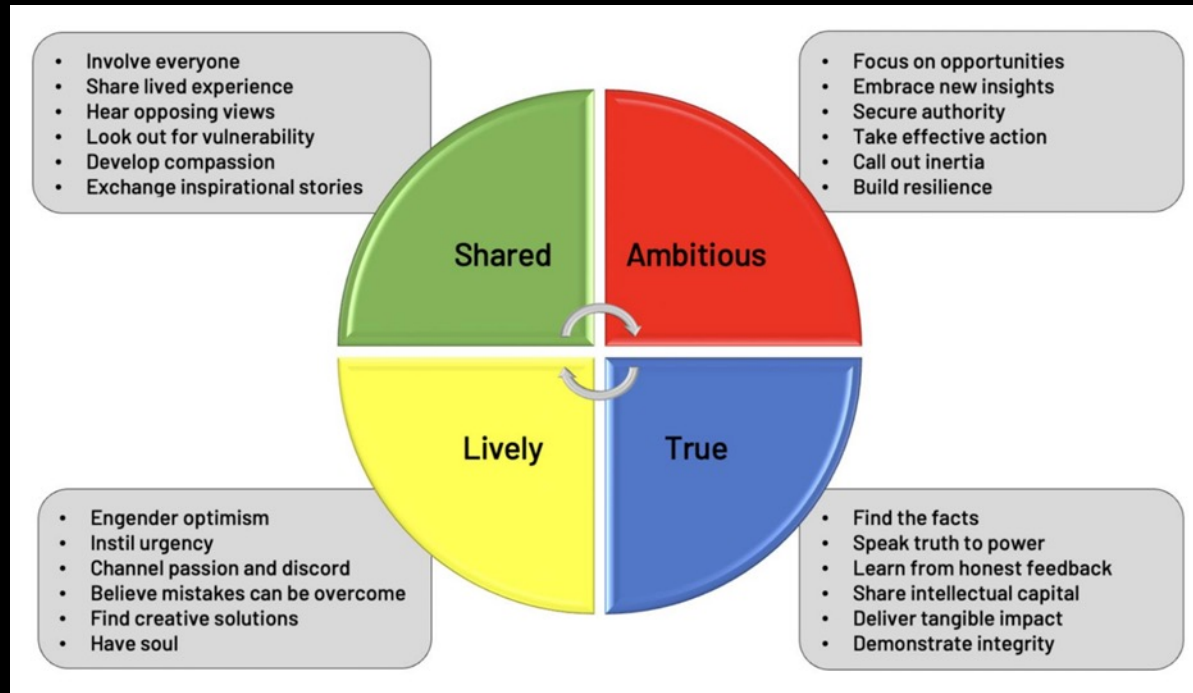
## Communication

**10**  
Positive optics  
and messaging



# PRACTICAL EXERCISE

# The Salt Framework

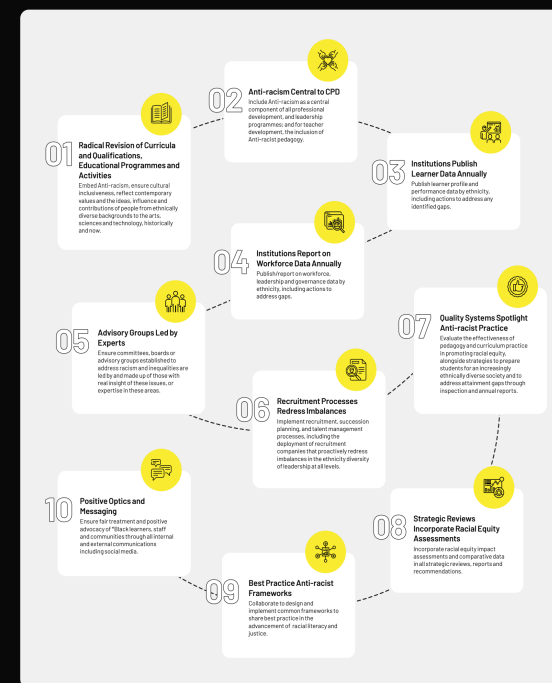


# 10 Point Plan & Infographic

- 10 Point Plan for Schools
- 10 Point Plan for Business
- 10 Point Plan for Higher Education (HEART)
- 10 Point Plan 1.0



## 10 Point Plan For Early Years, Primary & Secondary Schools



\*BLG uses Black, as an inclusive definition for people from ethnically diverse backgrounds who have a lived experience of the effects of racism.

© BLG - Designed By Happy2Host.

# BLG's Work in Wales

1 December 2021

# **Culture Drives Change event: Launch of Strategic Partnership between BLG and ColegauCymru**

**Guy Lacey and Robin Landman presentation on joint priorities;**

**Jane Hutt MS Minister for Social Justice set out the priorities for the Welsh Government;**

**Panel discussion including Stella Mbubaegbu for BLG.**

8 December 2021

## Building Political Alliances continues: Wales Senedd Cross Party Group on FE & Future Skills

- Senedd Cross Party Group event which focussed on race equality and FE was chaired by John Griffiths MS . The session, attended by a wide range of FE representatives, policy makers, political researchers and BFELG members , discussed in more detail the actions we can all take to ensure an anti-racist Wales. BLG's Robin Landman OBE was on the Panel.

## 04a Wales: KPIs Achieved working with ColegauCymru

- Strategic Partnership with ColegauCymru
- 1<sup>st</sup> Welsh Government funded project – Initial Scoping Study involving all 13 FE Colleges: All 12 Recommendations accepted by Welsh Government
- 2<sup>nd</sup> Welsh Government funded project – Anti-racist Action Planning for FE Institutions



KEY ACHIEVEMENTS  
2022- 2023

 ColegauCymru  
CollegesWales

Black  
Leadership  
Group

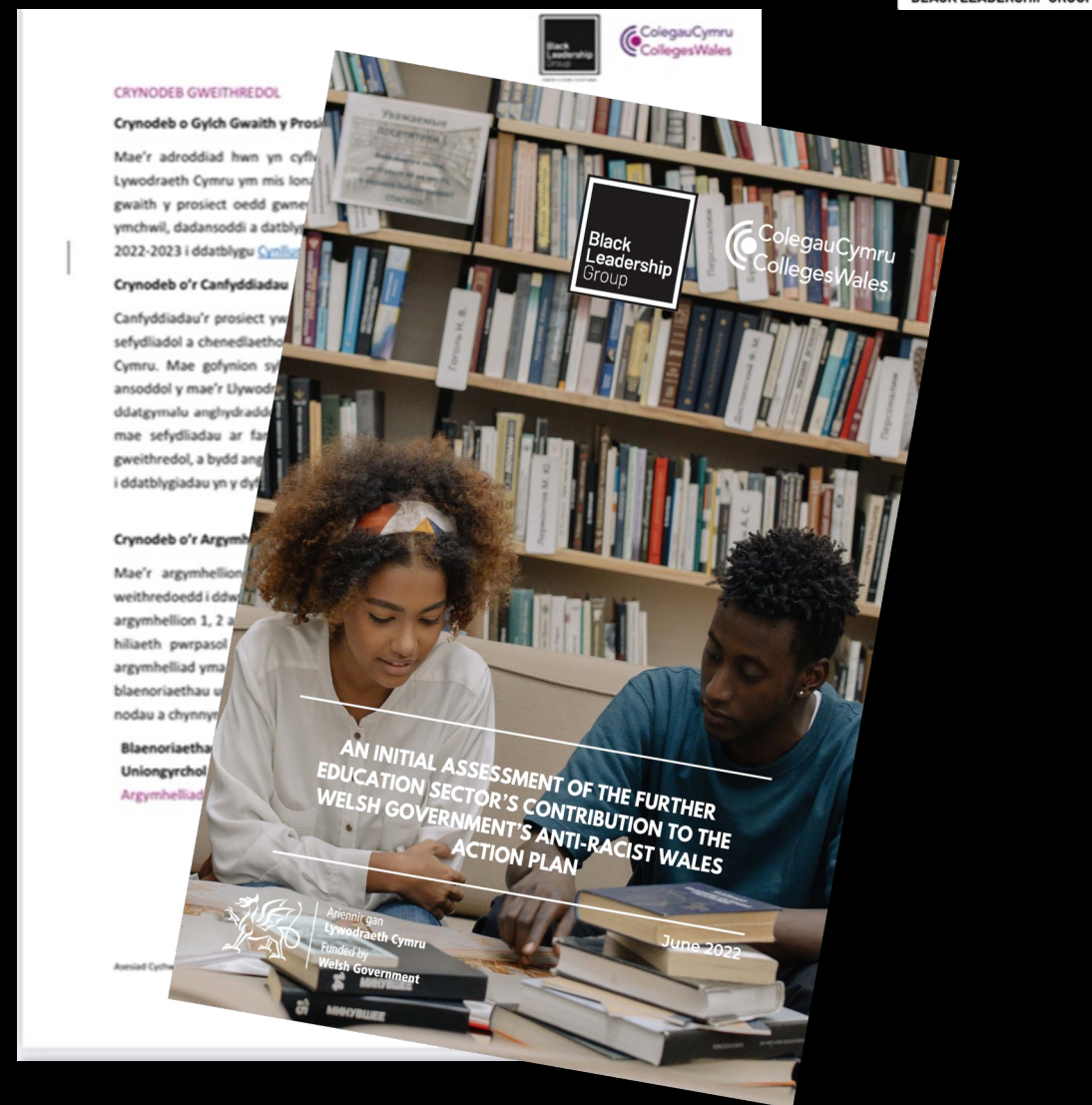
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Llywodraeth Cymru  
Welsh Government

6 July 2022

# Publication of BLG/ ColegauCymru 'Initial Assessment of The Further Education Sector's Contribution to the Welsh Government's Anti-Racist Wales Action Plan scoping report'





7 June 2022

# Anti-racist Wales Action Plan is published!

Minister for Social Justice: Jane Hutt said: “The Anti-Racist Wales Action Plan for Wales is built of the values of Anti-racism, and calls for actions to be taken in terms of our policies and ways of working rather than putting the burden on ethnic minority people to act”.

BLG’s role and 10 Point Plan are featured in the Wales Action Plan as a result of our work with Welsh FEIs, ColegauCymru and Welsh Government.



## 04a KPIs Achieved working with Welsh Government

- Anti-racist Wales 2030 Action Plan implementation
- Anti-racist Wales FE Steering Group
- Guidance and support documents for anti-racist Action Planning
- Support, advice, and training for all FEIs in Wales resulting in robust institutional anti-racist action plans



KEY ACHIEVEMENTS  
2022- 2023



# 04a Wales: KPIs Achieved working with DARPL in 2023

- 3 BLG 10 Point Plan Webinars for Schools
- Peer review of DARPL Introduction Senior Leaders Series and Teachers' Training Series through the lens of FE
- Co-design of Extended Module and delivery of 1 session
- Design of BLG Anti-racist Excellence Framework
- Research and data gathering
- Contextualisation of 10PP Plan for schools Workshops
- DARPL National Leadership Conference and launch of DARPL FE



KEY ACHIEVEMENTS  
2022- 2023

# DARPL

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Llywodraeth Cymru  
Welsh Government

## 04a Wales: Working with DARPL in 2024

- Delivery of 'The Black Paradox' session as part of DARPL Extended Leadership Module
- Delivery of a range of professional learning webinars eg Governance, HR, Changemakers, ME staff in FE
- Research and data gathering
- DARPL National Leadership Conference



KEY ACHIEVEMENTS  
2022- 2023

**DARPL**

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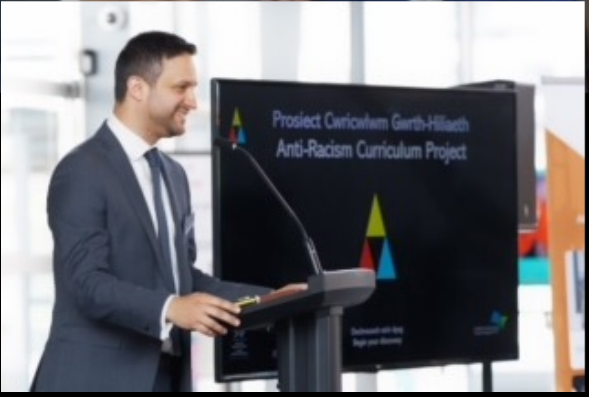
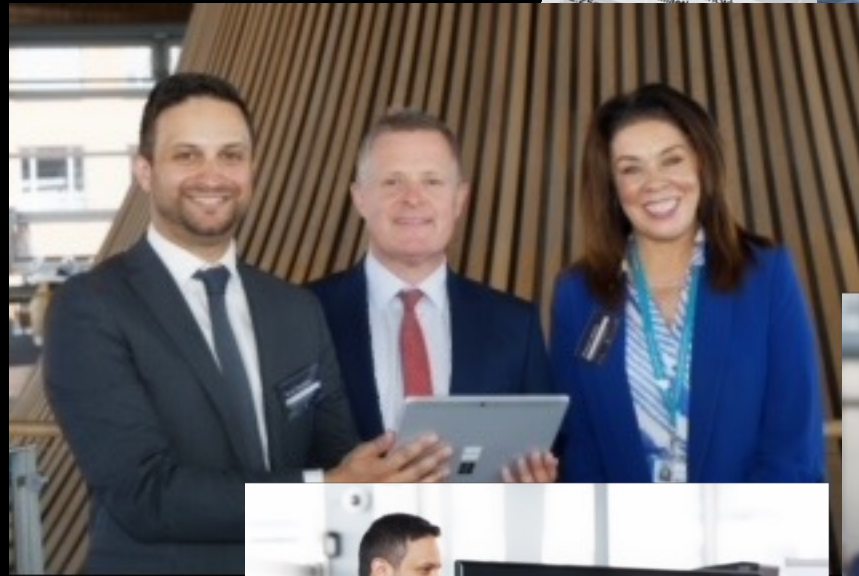


Llywodraeth Cymru  
Welsh Government

# 04a: BLG related events in Wales

- Anti-racism Curriculum Wales Launch

| Amser   | Digwyddiad                               |
|---------|--|
| 12.30pm | Cyrraedd - Te a ddrws                    |
| 1.00pm  | Croeso a Chyflwyniad                     |
| 1.15pm  | Arwain yr Agenda Gwrth-Hiliaeth          |
| 1.25pm  | Cyflwyno'r Cwricwlwm Gwrth-Hiliaeth      |
| 1.45pm  | Trafodaeth Panel - Creu cwricwlwm newydd |
| 2.15pm  | Lansio Cwricwlwm Gwrth-Hiliaeth          |
| 2.25pm  | Ymgyddiaeth                              |



## 04a: BLG related events in Wales

- Becoming an anti-racist school Webinars



The poster features a background image of a classroom with students at desks. Overlaid on this is the title 'BECOMING AN ANTI-RACIST SCHOOL: MOVING FROM NON-RACIST TO ANTI-RACIST' in large, bold, black capital letters. Below the title, on the left, is the Black Leadership Group logo. To the right of the logo is the acronym 'DARPL' in red, followed by the text 'Diversity and Anti-Racist Professional Learning' and its Welsh equivalent 'Dysgu Proffesiynol Amrywieth a Gwrth-Hilol'. On the far right, a red rectangular box contains the date 'THURSDAY 20TH APRIL' in white capital letters.

### Becoming an Anti-racist school: Moving from non-racist to anti-r...

This session will introduce the journ...

[www.eventbrite.co.uk](http://www.eventbrite.co.uk)

# Black Leadership Group (BLG) Wales

GRŴP  
ARWEINYDDIAETH  
POBL DDUON  
CYMRU

BLACK LEADERSHIP GROUP  
WALES

Launching  
**BLACK LEADERSHIP GROUP WALES**

A breakfast symposium  
An Anti-Racist Wales: Are words turning into action?

December 6<sup>th</sup> 2023



Vaughan Gething MS  
Minister for Economy

Prof. Emmanuel Ogbonna  
Co-Chair BLG Wales

Yusuf Ibrahim  
Co-Chair BLG Wales

Chantelle Houghton  
Co-Chair BLG Wales

Stella Mbubaegbu CBE  
Director - BLG

The Symposium Panel  
**An Anti-Racist Wales:  
Are words turning into action?**

GRŴP  
ARWEINYDDIAETH  
POBL DDUON  
CYMRU

BLACK LEADERSHIP GROUP  
WALES

# BLG 4<sup>th</sup> ANNUAL GLOBAL CONFERENCE: SHOWCASING WALES 2030

- Wales: Anti-racist Trailblazer Nation  
- Prof Emmanuel Ogbonna CBE
- Anti-racist Wales 2030 FE Case Study – Marian Jebb, Welsh Government





# BLG's Work across other UK regions

# BLG's work in Scotland: Strategic Partnerships & Affiliation

- College Development Network (CDN)
- Quality Assurance Agency (QAA)
- Edinburgh College
- Multi-Cultural Family Base
- The Data Kirk

# BLG's work in Northern Ireland: Strategic Partnerships in development



# BLG's work in London:

## The Mayor of London's Design Lab Programme 2023-25



- FOCUSED ON LONDON'S KEY RECOVERY/RESILIENCE SECTORS
- HEALTH, CREATIVE, GREEN, HOSPITALITY, SOCIAL CARE, DIGITAL
- FIVE UNDER-REPRESENTED GROUP'S IN LONDON'S LABOUR MARKET
- 60 EMPLOYERS SUPPORTED ON THEIR EQUITY & ANTI-RACISM JOURNEYS
- BLG COLLABORATION WITH SOCIAL EQUITY SYSTEMS DESIGN PARTNER
- BLG METHODOLOGY COMBINED WITH DESIGN THINKING APPROACH
- NEW CONCEPT: 'EQUITY BY DESIGN'

**HEALTH SECTOR EMPLOYERS:** BARTS, GREAT ORMOND STREET, GUY'S & ST THOMAS', IMPERIAL COLLEGE, KING'S COLLEGE, ROYAL FREE, NHS BLOOD & TRANSPLANT, NORTH CENTRAL LONDON ICB, NORTH EAST LONDON, OXLEAS, WEST LONDON

**CREATIVE SECTOR EMPLOYERS:** ALL3MEDIA, AMBASSADOR THEATRE GROUP, BANIJAY, FRAMESTORE, FREMANTLE, ITN, KEYWORD STUDIOS, M&C SAATCHI, NATIONAL THEATRE, OFCOM, SOUTHBANK CENTRE

# BLG's work with voluntary sector: A model of Affiliation

## Bassetlaw Community Voluntary Service (BCVS)



- **BASSETLAW COMMUNITY VOLUNTARY ACTION (BCVS)**
- **COMMUNITY ACTION DERBY**
- **EREWASH COMMUNITY VOLUNTARY ACTION (EREWASH CVS)**
- **GOSPORT VOLUNTARY ACTION (GVA)**
- **RURAL ACTION DERBYSHIRE**

# BLG's work across sectors: A model of Affiliation

## Voluntary Action Doncaster/Team Doncaster



- VOLUNTARY ACTION DONCASTER
- DONCASTER CITY COUNCIL
- ROTHERHAM, DONCASTER AND SOUTH HUMBER (RDASH)
- DONCASTER MIGRANT ACTION
- TUC
- CITIZEN ADVICE DONCASTER
- BME UNITED
- ST LEGER HOMES
- PRIMARY CARE DONCASTER
- HEALTH WATCH DONCASTER

# **BLG's work with Adult Education providers: A Consortium model of Affiliation – Local London ACE Heads Strategic Group**

LB of Barking & Dagenham

LB Newham

LB of Havering

LB Waltham Forest

LB of Bromley

LB of Waltham Forest

LB of Royal Greenwich

LB Bexley

Barnet & Southgate College /Enfield

LB of Redbridge

Barnet & Southgate College

# Map of Affiliates

## National:

CDN  
ETF  
FE Associates  
Jisc  
Morgan Hunt  
Peridot  
The National Centre for Learning Welsh

## School MAT:

The Elliot Foundation  
The Vine Trust\*

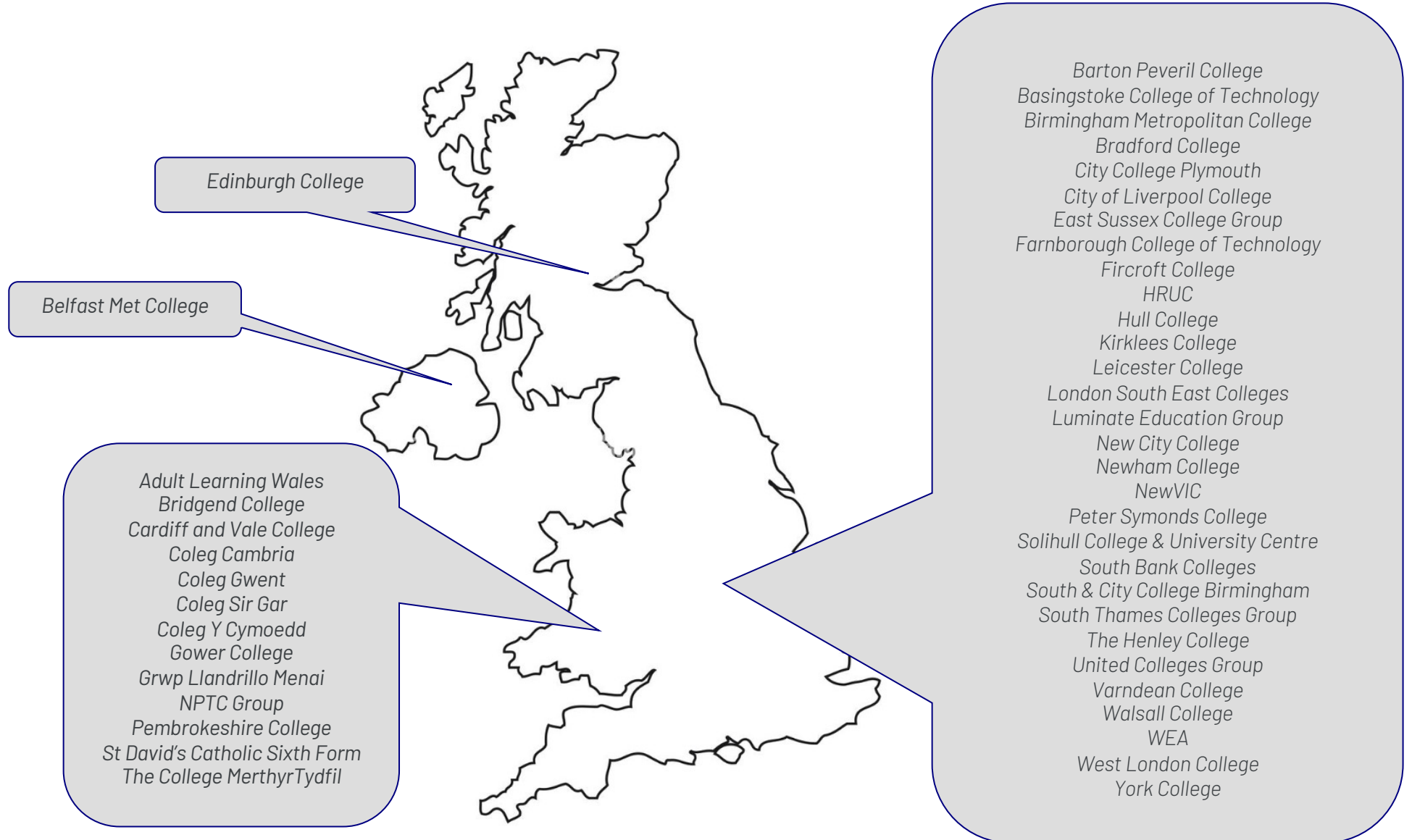
## Adult Education:

Local London ACE Consortium

## Voluntary Sector:

Voluntary Action Doncaster  
BCVS

\*Awaiting confirmation

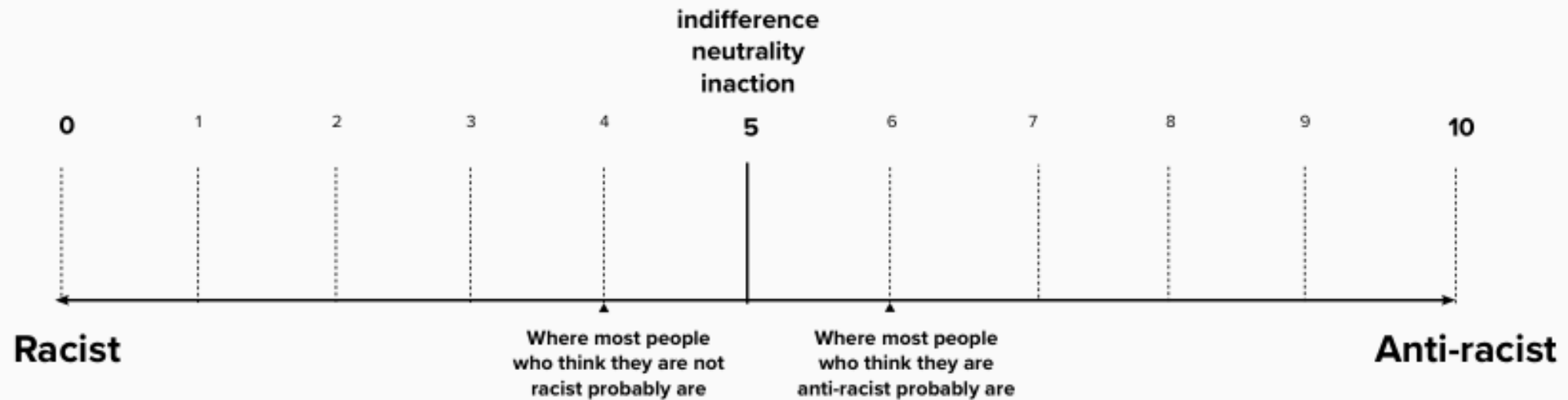




# PRACTICAL EXERCISE

## To be not-racist is not the same as being anti-racist

### The Anti-racist/Racist Scale



#### Anti-Racism

Anti-Racism is a continuous and active process to create racial equity, by addressing the barriers and biases that make ethnic minorities continue to experience poorer outcomes and to be underrepresented in political, economic, social and cultural life.

#### Anti-Racist

An Anti-racist is someone who proactively and continuously works to dismantle barriers and overcome prejudices, including their own biases. It is not enough to be non-racist.

## **BLG Anti-racism CPD Series**

- ✓ *Introduction to Anti-racism*
- ✓ *The Anti-racist Teacher/Trainer*
- ✓ *The Anti-racist Leader*
- ✓ *How to become an Active Upstander*
- ✓ *How to become an Anti-racism Ally*
- ✓ *The Anti-racist Governor/Trustee*
- ✓ *Anti-racism for HR Professionals*
- ✓ *Train the Trainer*

# BLG Individual Membership

## WELCOME TO THE BLACK LEADERSHIP GROUP

As part of the Black Leadership Group membership, we offer a range of valuable benefits to support your personal and professional development.



## WHO WE ARE

Black Further Education Leadership Group (BFELG) was formed in July 2020 and incorporated as BFELG UK Ltd on 2 November 2020.

In March 2022, we changed our name from BFELG to BLG (Black\* Leadership Group) in order to embrace our growing membership beyond FE and in response to requests to extend our work on anti-racism to diverse sectors.

## MEMBER BENEFITS AND SERVICES

- Belonging and contributing to an outstanding, purposeful and diverse community of people unified in membership of a dynamic anti-racist movement for sustainable change
- Membership of BLG Special Interest Groups including AI, Qualifications, Mentoring, Reading Group, Research
- Membership of BLG Community Groups e.g. BLG Wales, HE, CEOs, Senior Leaders, Middle Managers, HE, Teachers' Network, Strategic Advisory
- Mentoring Programme
- Masterclasses and career development events
- Professional advice and guidance support
- Access to targeted advertising of posts and professional development opportunities
- Access to the Members area on the BLG website
- Reduced rates for BLG-run conferences, training and events
- Students eligible for free membership

\*The BLG uses 'Black' as an inclusive definition for people from ethnically diverse backgrounds who share a lived experience of the effects of racism.

## MEMBERSHIP FEES

### ANNUAL MEMBERSHIP SUBSCRIPTION

£30.00

INCLUDING VAT

- Minimum of six hours free mentoring with a black mentor and onboarding workshop
- Access to an extensive network of professionals across a range of disciplines
- Access to a resource intensive, discussion and collaboration WhatsApp group
- Invitations to join Special Interest Groups of your choice
- Invitations to conferences with some at reduced rates
- Opportunities to access bespoke anti-racism programmes for use in organisations

### ADDITIONAL SUPPORT

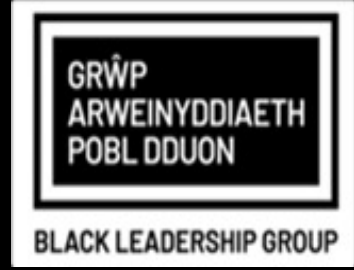
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PRICE ON APPLICATION

- Coaching for new roles/career development
- Access to legal support
- HR support
- Coaching or mentoring for CEOs / senior staff
- Training and career development opportunities

# Allyship, Collaboration, Partnership

**'Making the most of an ethnically diverse Britain.'**



Thank you

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