



Statement of intent on the diversity of the teaching workforce – setting the case for a diverse teaching workforce

Today the teaching workforce is more diverse than ever before. This reflects the increasing diversity of the country and its pupil population. Yet data shows that amongst others, women and ethnic minority teachers remain under-represented at senior levels:

- 8% of teachers come from ethnic minority backgrounds, but only 3% of headteachers come from ethnic minority backgrounds
- 74% of teachers are women, but only 66% of headteachers are women¹

Research also suggests that there is more to do to support teachers from the LGBT community or disabled teachers and we recognise that many teachers will have more than one of these characteristics.

Under-representation is an issue amongst governors and trustees also. Only 4% of governors and trustees are from an ethnic minority background and although the majority of governors and trustees are women, it is less likely they will be in leadership roles².

The Race Disparity Audit, the Gender Pay Gap reporting duty and the LGBT survey have provided an important platform which has highlighted the disparities for these groups and challenged each sector to step up and respond.

¹ <https://www.gov.uk/government/statistics/school-workforce-in-england-november-2017>

² School Governance in 2017, Annual Survey by NGA and TES, <https://www.nga.org.uk/Guidance/Workings-Of-The-Governing-Body/Governance-Tools/School-governance-in-2017-an-annual-survey-by-NGA.aspx>

The value of a diverse workforce and school leadership is clear. Diversity within schools is valuable in fostering social cohesion and most importantly, in supporting pupils to grow and develop in an environment of visible, diverse role models.

We want to see a teaching profession that prides itself on promoting a diverse workforce, that supports the progression and retention of all teachers, and that builds an inclusive environment for teachers and pupils where they can be themselves.

Each part of the school system can play a valuable role in supporting the progression of all teachers and removing any biases in recruitment practice.

Everyone has a part to play in this. This is why we are inviting the school sector to join us and to work with us to drive this important change.

Today the Department is setting out its activity across these areas and we are delighted that a number of organisations who are already active in this space are joining us.

Whilst this statement offers an important first step in setting the case for change, we recognise that we must be clear on how we will drive change. This is why we will be talking to schools, teachers, multi-academy trusts and governing boards over the coming months to understand what needs to happen to drive this change as part of our recruitment and retention strategy. We look forward to working across the sector to effect positive change in this area.

If you would like to work with us, we ask that you:

- 1) State that you agree with the value of a diverse workforce in schools and the need to prioritise work in this space
- 2) Commit to engaging with the schools sector to make the case for a diverse workforce
- 3) Set out activity that your organisation is taking forward to make the case and/or to support the progression and inclusion of presently under-represented groups

Share your intention to work with us by contacting: Teacher.DIVERSITY@education.gov.uk.

This statement has been co-signed by: Department for Education, National Association of Headteachers, Association of School and College Leaders, Chartered College of Teaching, National Governance Association, Bame Ed, Women Ed, LGBT Ed, Disability Ed, Ambition School Leadership and the Institute for Teaching, All-in Education.