**Initial Teacher Education Black, Asian and Minority Ethnic Recruitment Plan**

The Initial Teacher Education Black Asian and Minority Ethnic Recruitment Plan sets out the actions that we have identified as being deliverable in the short term to increase the representation of applicants and students of BAME backgrounds on the PGCE course of the Aberystwyth Partnership. This is the first stage as part of a longer-term strategy to ensure that the diversity of the teaching workforce within the partnership more closely reflects the school pupil population of the partnership and of Wales as a whole.

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| **BAME Recruitment Plan** |
| **Date** July 2022     |   Diagram, text  Description automatically generated     |
| **Areas to develop** | **Actions** | **Schedule** | **Progress – Oct 2022** |
| Advertising, marketing, recruitment in addition to usual marketing activities. | Ensure BAME students represented in all advertising and marketing materials at a realistic level.  | October 2022  | BAME students are currently represented in all advertising and marketing materials and as publicity is constantly renewed and developed this needs to be continuouslyreviewed. |
| Include students of BAME backgrounds in our student profiles on the PGCE website. | November 2022 | Recent former students are being contacted with a view to developing student profiles that represent the diversity of our students ensuringthat BAME teachers are represented.  |
| Work with Diversity and Inclusion Officer to target undergraduates of BAME backgrounds. | October 2022 | Part of some ongoing work focussing on recruitment to the course with plans to engage with students and ensure that the messaging around teaching for BAME students is positiveand welcoming and is reflected in practice. |
| Direct emails to undergraduate second and third year students of BAME backgrounds in October/November to encourage applications to the PGCE course. | November 2022 |  |
| Emails to all appropriate subject graduates in June to encourage applications. | June 2023 |  |
| Ensure all rejected applications (prior to interview) are reviewed by a second tutor to ensure that diversity of qualification and experience is noted. | August 2022 | In place. All applications for the PGCE course, are given a second opinion to ensure that the decision is appropriate. |
| Where possible include a school-based mentor teacher of BAME background or other qualified interviewer of BAME background. | September 2022 | Aim to recruit BAME teachers from partner schools to join interview panels and support in recruitment fairs, Open Days, PGCE events etc  |
| In-course extra support | Emphasise support for learning/improving Welsh language through tutoring on the PGCE course, mentoring support in schools and access to free on-line courses. | September 2022 | Continue to emphasise this aspect of the course, which was recognised in recent EWC monitoring,to all potential applicants. |
| Where appropriate in terms of individual student’s ITE, place BAME students in schools with greater population diversity to more reflect the school’s diversity. | October 2022 | Continue to consider school population diversityas one of the factors when deciding on the most appropriate placement schools for students.  |
| Commit to support students of BAME background throughout their university and school placements from an anti racist point of view. | September 2022 | Ensure all students are aware of wider supportavailable from placement schools and AberystwythUniversity. |
| Ensure applicants with VISA requirements have support from the university. | September 2022 | Actively direct applicants to the university’s Services if appropriate. |
| Following graduation extra support | Encourage and support BAME PGCE student teachers in gaining teaching employment within the partnership/ Wales.   | January 2023 |  |
| General | Seek opinions of current/new BAME students to review marketing, recruitment processes. | October 2022 | Survey being prepared to seek views of currentBAME students on the application process,induction and first weeks of the PGCE course. |
| **Awdur/ Author** | Daryl Phillips, Sheree Jonas |  |
| **Dyddiad / Date** | 25/07/22 updated 27/10/22 |  |