

# Diversity in Education



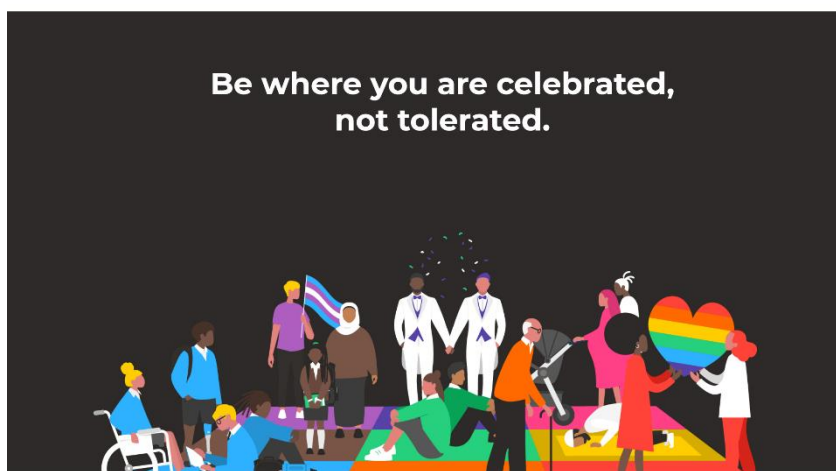
**Written by Alison Brady,  
Head of Associated Merseyside Partnership SCITT  
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As a teacher educator, I am proud that the teachers we help enter this amazing profession are wonderful role models for the pupils in our schools. Our training programme looks at a wide range of issues to help new teachers understand how they influence the personal development of young people. We have the ambition that our teachers help children learn not only tolerance but acceptance of the differences seen in our society.

## **But how do we ensure teachers represent all members of our diverse society?**

At interview many aspiring teachers identify a teacher that truly inspired them and was a clear influence on their decision to teach. Is this the reason why some groups are underrepresented in the teaching profession? Does a lack of diversity amongst teachers prevent recruitment of new teachers? If so how do we break this cycle and encourage applicants from all aspects of our society.

A [blog](#), written by Adrian Mclean on the Diverse Educators website discusses why black male teachers are a rare breed and offers some thought provoking reasons for the lack of diversity.



This [website](#) is a great resource for teachers interested in tackling the topic of Diversity and Equality. Hannah Wilson, Founder of Diverse Educators #DiverseEd, speaks with great passion on this topic and I first heard Hannah speak at a NASBTT conference.

The aim of Diverse Educators is to shape the national agenda for Diversity in education and they would like to see

- More diverse teachers being recruited into teaching, and being retained
- More diverse leaders progressing to middle leadership, senior leadership and headship
- More diverse governance at school and trust level

As a teacher and Head of AMP SCITT I am committed to recruiting more diverse teachers and we regularly review if there are any barriers that may discourage individuals from considering a teaching career. We provide careers advice in schools and universities. We provide guidance at recruitment events to help potential applicants understand the choices they have on routes into teaching, our interview guidance booklet helps individuals feel fully prepared to shine on the interview day and once recruited our monthly newsletters inform our new recruits how to prepare with confidence for their first day in school.

Teaching is a rewarding career. Yes, it is challenging but the pupils we work with are amazing. A common reason to enter teaching is a desire to inspire and AMP SCITT teachers do that on a daily basis. However, the best thing about teaching is being inspired by the young people you work with. It is a privilege to seeing them develop and enable them to overcome obstacles, guide them to flourish and empower them to achieve.

If you are thinking about training to teach, have any suggestions on how we can increase the diversity of teachers or have any other questions please get in touch via our [contact page](#).