



**Black Equity  
Organisation**

# **Education Specialist**

Candidate  
information



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# Welcome.

**BEO has been funded by Mission 44 to carry out a power analysis of the mainstream education system. This work will inform BEO's Education Pillar, with a view to improve outcomes for Black children and Black professionals.**

We are looking for an enthusiastic and experienced Education Specialist to deliver this analysis piece. You will ultimately advise BEO on how to influence the mainstream education system to ensure that our education project is impactful and progresses us towards our goal of ensuring Black children and Black education professionals can flourish.

You will be a strong communicator with a collaborative approach, with excellent writing and research skills. You will have significant experience of working in the mainstream education sector either as a teaching professional, in a local education authority or the Department for Education, demonstrable experience of working to recognise and value diversity and promote inclusion in education, as well as a strong understanding of the evidence base on the experiences of Black children and young people in school and how those experiences differ for Black African and Black Caribbean children and how they compare with other ethnic groups.

**The purpose of the research programme is to answer some key questions central to Mission 44's Theory of Change:**

**Who** holds power across the education ecosystem and why- how do Black communities relate, engage and perceive how power operates across the existing education ecosystem?

**How** can power be distributed equitably, in the hands of Black communities, how can we develop an education ecosystem that Black communities feel culturally and socially connected to and empowered by?

**How** can we create and sustain networks to support and mobilize new, diverse leaders?

You will be part a fast growing staff team at BEO. There will be opportunities for you to work with teams across the organisation and with key stakeholders. It's a dynamic time for the organisation and we hope you consider joining us on this exciting journey.

**To apply, please email your CV and cover letter (no more than 2-sides of A4)** setting out how you meet the person specification for the role, to [recruitment@blackequityorg.com](mailto:recruitment@blackequityorg.com). Please put the subject line 'Application' followed by the role you are applying for.

Closing date will be 11.59pm on Monday 23 January 2023. Interviews will be held in February 2023.



a credible, national  
advocate for the  
self-determination of  
Black people  
in Britain.

# About Black Equity Organisation.

**BEO is the UK's new Black civil rights organisation. We have recently launched, and our mission is to dismantle systemic racism in the UK.**

2020 placed a bold spotlight on the structural racism which continues to affect Black communities and which is endemic throughout UK society. Yet there exists within all corners of our society a strong momentum and willingness for change. However, willingness alone will not be enough to tackle the deep roots of racism in the UK. It will require much more including focus, organisation, resources and importantly, leadership.

BEO has been founded as an independent, credible and pre-eminent national civil rights organisation in order to address these issues and to meet this need. BEO will be an organisation with national scale and international reach that can engage Black communities, the general public and private, public and third sectors to advance justice and equity for Black communities across the UK.

## **Purpose, vision and mission statement**

### **Our Purpose**

is to be an advocate and guardian for the Black Community in the UK - delivering equality, inclusion and empowerment through action.

### **Our Vision**

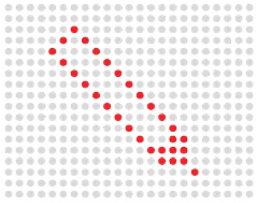
is to realise the empowerment, self-determination and welfare of Black people in the UK, and to be a credible and effective catalyst for dismantling structural racism within British society.

### **Our Mission**

We exist to promote economic, legal, political and social equity for Black communities in Britain in order to ensure equal opportunity for progress and prosperity.

Our efforts will endorse and amplify Black voices, Black talent, Black enterprise and **Black greatness in Britain.**

# Why Now?



## EDUCATION

Gaps in academic outcomes exist early between Black and White British students and widen over time through to A-Levels.

White students are **3x** as likely to achieve Grade A or higher in 3 subjects than Black Caribbean students.



## NEIGHBOURHOOD AND HOUSING

Black African populations are **5x** less likely to own their homes than White populations.

Black Caribbean populations are **5x** more likely to rent via social housing, versus White populations.



## CULTURE, AWARENESS, REPRESENTATION AND RESPECT

Black people are **2x** as likely to report being treated as a potential shoplifter than White populations.

Black people are **2x** as likely to be cast in a supporting role than a lead role in British television and film.

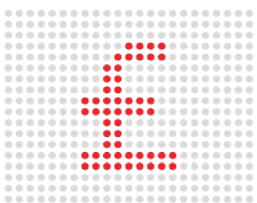


## JUSTICE, IMMIGRATION AND RIGHTS

In the UK for the year 2019, Stop and Search rates were **10x** greater for Black populations than White populations.

By contrast, **not a single** police force in England and Wales registered an arrest rate more than **20** for every 1000 White individuals.

In 2019, **not a single** police force in England and Wales registered an arrest rate less than **20** for every 1000 Black individuals.



## ECONOMIC EMPOWERMENT AND EQUITY OF OPPORTUNITY

Unemployed rates are **2-3x** higher for economically active Black populations.

The Black population makes **90p** for every **£1** that is earned by the White population.

Black households have **less than 20p** for every **£1** of White British savings and assets.

# Our Core Proposition - what will BEO do?

**BEO is here to be the UK's pre-eminent national civil rights organisation entirely focused on dismantling systemic racism and advancing equity, justice and rights for Black people.**

We are ready for a generational shift and will strive tirelessly to work with Black communities and allies to make the UK a better, fairer country. We exist to promote economic, legal social and political equity for Black communities in Britain in order to ensure equal opportunity for progress and prosperity.



## What will BEO do?

We have a bold and ambitious aim - to dismantle systemic racism. But we know that we will only succeed if we work in partnership with others. We want to achieve a generational shift, so we have set three over-arching long-term goals for Black people's lives in the UK:

- Improve health, life expectancy and wellbeing
- Higher household incomes and greater economic security
- Improve trust, participation and outcomes from the use of public services

These goals are underpinned by three key objectives:

- Black people achieve **self-determination**, realise their rights & achieve **justice**.
- BEO persuades powerful institutions and corporations to acknowledge **structural racism** within their own systems and processes and take steps to **dismantle it** and BEO campaigns ensure the wider **public understands** what systemic racism is and there is **growing support for action** to address it.
- Lasting systemic change is realised through **collaboration**.

## In particular BEO will:

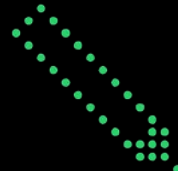
- Use **data and evidence** and use the power of the law to hold the powerful to account and influence policy.
- Adopt an approach informed by the historic and current **trauma** experienced by Black people.
- Build **greater awareness and understanding** of what structural racism is.
- Develop effective **solutions** to tackle structural racism build **partnerships and coalitions** across BEO's pillars including Taskforces.
- **Mobilise** our supporters and allies.

# Our Six Key Mandates.



## ECONOMIC EMPOWERMENT & EQUITY OF OPPORTUNITY

Ensure Black communities are economically empowered and have the same professional and career opportunities as others.



## EDUCATION

Close the education attainment gap that exists between Black and White children in the UK throughout school and university, with knock-on effects in the labour-force.



## JUSTICE, IMMIGRATION & RIGHTS

Stand up legal organisation to fight for racial justice and remove sources of racial discrimination within the criminal justice system through litigation, advocacy, outreach and public education.



## NEIGHBOURHOOD & HOUSING

Address and remove the economic, structural and political barriers that contribute to the over representation of Black people in rented and social accommodation and under representation in privately owned accommodation.



## CULTURE, AWARENESS, REPRESENTATION & RESPECT

Build broad public awareness of the existence of systematic racism in British society and its impact on Black communities to galvanise public support, outrage and commitment to eliminate sources of systematic racism.



## HEALTH, WELLNESS & CARE

Achieve healthy equality for all Black people in the UK including a healthy life and high-quality freely available healthcare, with equal outcomes irrespective of race.

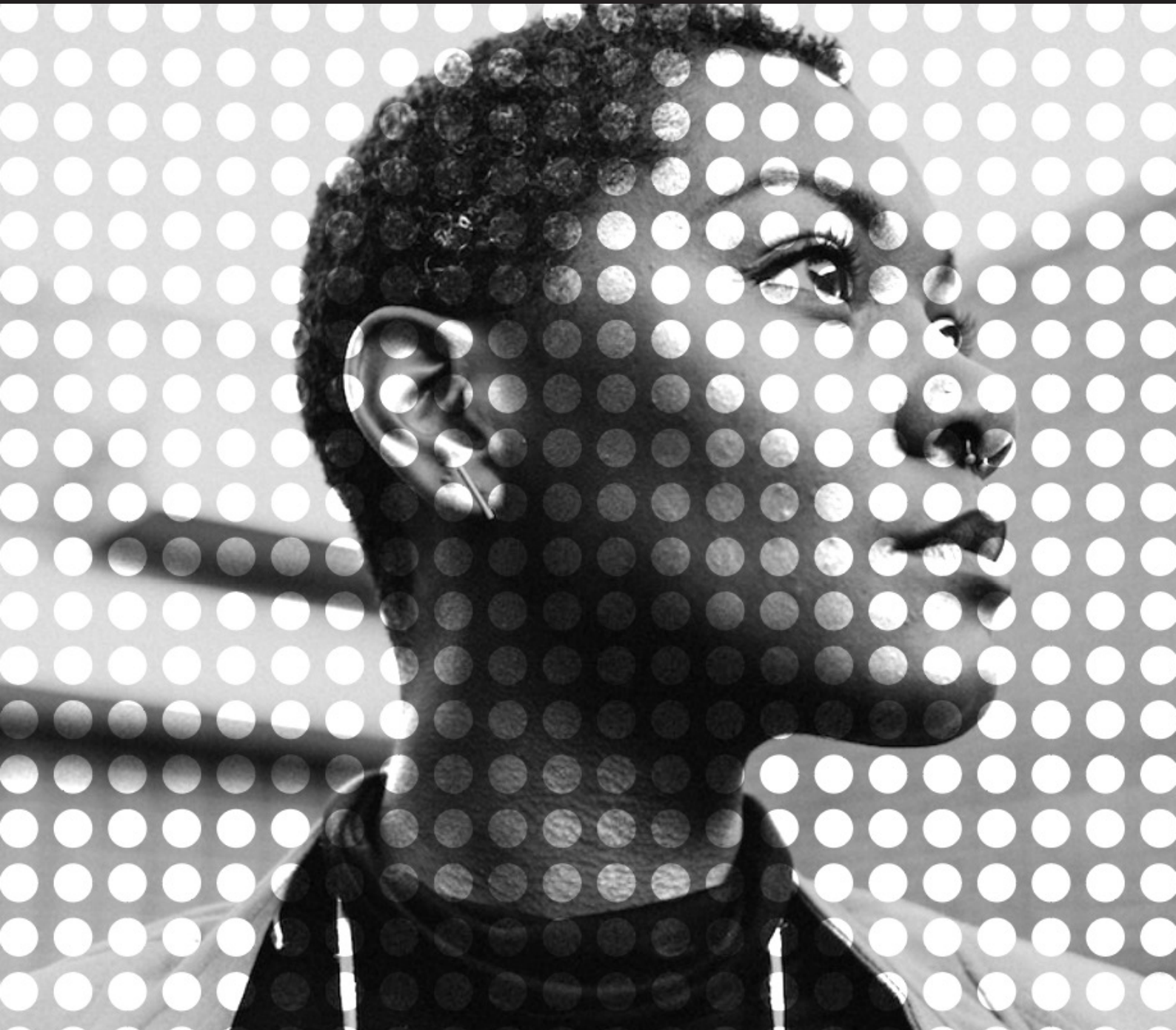
# Education Specialist.

## Education Specialist

<b>Location</b>	Home-based/ remote working / London office
<b>Reporting Relationship</b>	Head of Research
<b>Salary &amp; contract</b>	40 days across 24 months (Jan 2023 start) Can be worked flexibly.
<b>Start date</b>	ASAP

## ROLE PURPOSE

To advise BEO on how to influence the mainstream education system to ensure that BEO's education project is influential and progresses towards our goal of ensuring that Black children and Black education professionals can flourish.





# Role Description.

## Responsibilities

- Working with the BEO's Project Advisory team and Strategic Advisor to help to devise BEO's Education strategy and long term areas of focus
- Support BEO in developing new partnerships across the UK with other Education organisations such as Black Curriculum, ACEN and the contacts from the Welsh Education team
- To work with the Strategic Advisor and BEO's Chair, Head of Research to develop the Advisory Group
- Advise on the structure and operation of the mainstream education system in England and Wales with particular focus on secondary education.
- In conjunction with BEO's Project Advisory Group and Research team attend relevant update meetings with the Mission 44 team to agree the programme plan and to update them on progress and any issues
- Attend meetings with the CEO and BEO Project team and regular project steering group meetings which the Head of Research and Research officer will facilitate.
- Advise on steering group agendas, survey questions and other relevant project materials.
- Review all project outputs and provide feedback on content, particularly recommendations.
- Identify key people whom BEO should target either to be involved in the project or to influence with the findings.
- Contribute to the final A State of Black Education report and key recommendations
- Support the Project Advisory team and Research team with access to relevant research papers to enable an effective interim report from the literature review for discussion with Mission 44, the Advisory Group and develop an engagement plan to support broader engagement in the Education community
- To work with BEO's Head of Research and Research Officer to develop the survey questions for the Quantitative and develop networks to develop the Qualitative research
- To allocate a number of days for engagement with OFSTED and other relevant organisation post the completion of the report to ensure that the recommendations are amplified

## The research programme would:

- Analyse the British education ecosystem through the lens of power:
  - a) Who holds this power and how do they exercise power?
  - b) Magnify areas where systemic barriers exist, to understand where better outcomes for Black children and young people are needed and where power needs to be shifted.
  - c) Investigate instances where influence is located outside of school/ educational settings- such as in communities and families. How do such approaches work to address systemic barriers?
- Adopt an intersectional lens: examine the educational similarities and differences under the term Black, e.g., between girls and boys; African and Caribbean heritage communities and geographical differences between cities where Black communities are concentrated, e.g., London, Manchester, Birmingham. The research would have a national reach and elicit evidence from across the UK. Having national impact is essential in both BEO's and Mission 44's organisational objectives.
- Identify initiatives where Black students, parents and communities are building their power, past and present, and allow better understanding of how racism expresses itself in terms of the curriculum, teaching, assessment, referrals for SEND support and discipline.
- Explore action taken to challenge racism: Review how racism is monitored, reported, acted upon. Explore how the education system is held accountable, how actors across the education system hold accountability, and how students are resisting.

## Outcomes of the research programme:

BEO would encapsulate the results of the literature review, quantitative and qualitative research into a State of Black Education Report. The report will include recommendations and survey results that will enable BEO to influence and engage with the relevant bodies. BEO would lead on a Call to Action following the report being published, and a Conference featuring good practice and dissemination of the report's recommendations.

# Person Specification.

## Criteria

Experience	Essential	Desirable
Significant experience of working in the mainstream education sector either as a teaching professional, in a local education authority or the Department for Education.	✓	
Demonstrable experience of working to recognise and value diversity and promote inclusion in education.	✓	

Abilities	Essential	Desirable
A collaborative approach with excellent communication skills	✓	
Strong writing and research skills.	✓	
Strong attention to detail and accuracy.	✓	
A good team player with a can-do approach.	✓	
The ability to work accurately under pressure.	✓	
An analytical thinker with a creative approach to data analysis and presentation of evidence.	✓	

Skills and knowledge	Essential	Desirable
An understanding of Black supplementary education and where that complements the mainstream education sector.		✓
A strong understanding of the evidence base on the experiences of Black children and young people in school and how those experiences differ for Black African and Black Caribbean children and how they compare with other ethnic groups.	✓	
A strong understanding of how power and systemic racism manifests in public sector ecosystems		✓
An understanding of system change in an education or similar context e.g. health or Criminal Justice		✓

***This job description is not exhaustive.  
The postholder may be expected to take on additional tasks within scope of the role.***

# BEO Board of Trustees.

BEO is led by a well-connected, purpose-driven Board, with proven credentials and cross-sector expertise to effect change for Black communities in the UK



**Dame Vivian Hunt (Chair)**  
Senior Partner, McKinsey  
& Company

Senior partner at McKinsey & Company, advising a diverse range of corporate, public and third sector clients. In addition to her client responsibilities, Dame Vivian is a leader within the firm on productivity, leadership and diversity.



**Karen Blackett OBE**  
WPP UK Country Manager  
& CEO GroupM UK

A business leader with 25 years of experience in marketing and communications. She oversees WPP's second largest market and the 11,000 people working across its operating brands in the UK.



**Rt Hon David Lammy MP**  
Labour MP for Tottenham

As Shadow Justice Secretary, he built on his landmark review of the criminal justice system - which explored the treatment of and outcomes for Black and minority ethnic people in British courts and prisons. He is currently Shadow Foreign Secretary.



**Kwame Kwei-Armah OBE**  
Artistic Director, Young  
Vic

Actor, playwright, director and broadcaster. He became the Artistic Director of the Young Vic theatre in London in 2018.



**Ric Lewis**  
Founder, Tristan Capital  
Partners

Founding partner of Tristan Capital Partners, a British property investment firm, and its predecessor. He is also the founder and chairman of a registered charity - The Black Heart Foundation.



**Athian Akec**  
Activist & Writer

A 19 year old activist and a former member for Camden, UK Youth Parliament. Athian has since become a prominent voice representing the concerns of young people in London, campaigning on issues such as Brexit and climate change, and has written articles published in The Guardian, The Independent and Huffpost UK.

# BEO Board of Trustees.



**Mark Boisson**  
**(Treasurer)**  
Director of Finance,  
Hackney CVS

Mark is a Chartered Certified Accountant (FCCA) with over 30 years' experience in finance and accounting, at least 25 of which were on senior management teams and leading the finance function.

Mark is a current and former member of a number of boards including in the NHS, housing, charities and education.



**Michelle Daley**  
Director, ALLFIE

Michelle is an activist leading on disability justice on national and international platforms. Her work has involved producing research for Greater London Authority on the experience of Enslaved African Disabled People and the role they played in the abolition of the transatlantic slave trade.



**Marcia Willis Stewart QC**  
**(Hon)**  
Human Rights lawyer

Marcia has and continues to represent families in challenging and high-profile cases against the state. She acted for the family of Jean Charles de Menezes, shot dead by police in 2005 and represented the family in the 2011 police shooting of Mark Duggan.



**David Olusoga OBE**  
Historian, broadcaster &  
film-maker

David Olusoga is a British-Nigerian historian, broadcaster and film-maker. Born in Lagos, Nigeria David studied history and journalism before joining the BBC.

He's an award-winning documentary maker and author.



**Yvonne Field**  
CEO, Ubele Initiative

Yvonne has more than 35 years of professional experience working with a wide range of organisations, stakeholders, policy makers and planners in local, national and international government, civil society organisations and the corporate sector.



**Siobhan Aarons**  
Co-Founder & COO,  
CARFE

Siobhan co-founded Conservatives Against Racism, for Equality (CARFE) Britain's first centre-right organisation dedicated to race-relations, during the pandemic. Siobhan is a Tory Reform Group Board Member and Deputy Chair Political of Cities of London & Westminster Conservative Association.

# How to apply.

**We hope that you've found this information pack comprehensive and persuasive, and that the information provided has enabled you to make an informed decision about your application. Before you apply, please ensure you have read the role profile and person specification in detail.**

To apply for this role, please email your CV and cover letter (no more than 2-sides of A4) to [recruitment@blackequityorg.com](mailto:recruitment@blackequityorg.com). Please put the subject line 'Application' followed by the role you are applying for.

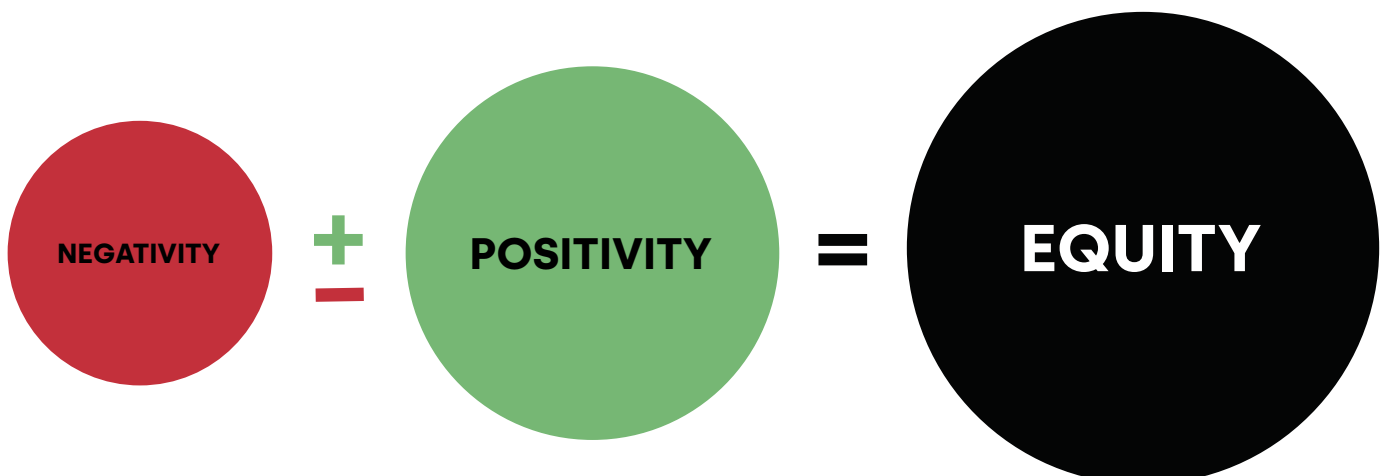
We will guarantee to interview all disabled applicants who meet the minimum criteria set out in the Job Description for the vacancy.

Due to capacity we are unable to offer individual feedback to unsuccessful applicants

If you'd like to find out more about the role or the application process, please email us at [recruitment@blackequityorganisation.com](mailto:recruitment@blackequityorganisation.com) with the subject line 'Enquiry'.

**Closing date** 11:59pm on Monday 23 January .

**Interview dates** to be confirmed shortly after.





**Black Equity  
Organisation**

