

## EqualiTeach: Case for Support

EqualiTeach is a not-for-profit equality and diversity training and consultancy organisation established in 2013. EqualiTeach works with education settings across England to support them to promote equality and tackle discrimination, creating settings where everybody feels safe and able to achieve.

There are short biographies of all members of the EqualiTeach team on our website:

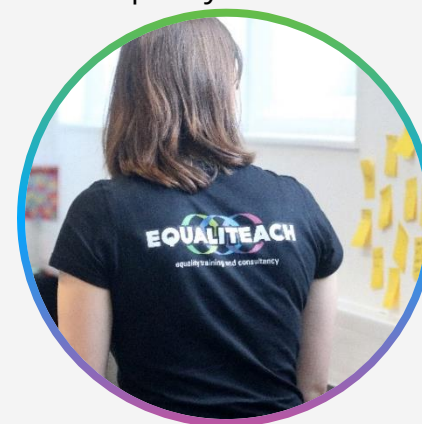
<https://www.equaliteach.co.uk/#MeetTeam>

**Vision:** An equal, inclusive and diverse society where everyone is valued and able to succeed.

### **Organisational Aims:**

1. To empower young people to think critically and reject prejudice and misinformation, and to become active citizens to create positive change
2. To empower adults to promote equality, diversity and inclusion; educate others; and tackle prejudice and discrimination
3. To capacitate senior leaders to embed equality, diversity and inclusion through policy and practice
4. To influence and inform government to promote equality, diversity and inclusion throughout decision-making

If you would like to support our work, or collaborate with us on a project, contact Sarah Soyei on 01480 470 660, or by emailing [sarah@equaliteach.co.uk](mailto:sarah@equaliteach.co.uk)



## Our Services



### Workshops for Young People

Interactive workshops for young people in KS2 – 4 exploring issues such as racism, Islamophobia, homophobia, sexism, disability discrimination and migration.



### Training for Educators

Training for teachers, trainees, support staff, senior leadership teams and governors, to help promote equality and tackle discrimination in their settings.



### Classroom Resources

Free to download educational resources for teachers to use in their settings to promote equality, celebrate diversity and tackle discrimination. Early Years to KS5.



### Equalities Award

An online tool allowing schools to audit their environment and practice, access support from EqualiTeach for long-term change and gain recognition for their commitment to equality.

All our work is underpinned by the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child. Nationally, our work supports schools, colleges and universities to meet their duties under a variety of legislation, including **Section 78 of The Education Act 2002, the Education Act 2007, the Public Sector Equality Duty (s149 of the Equality Act 2010), the Counter Terrorism and Security Act 2015 and the Ofsted Inspection Framework.**

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## Why Support our Work?

**The past few years have been eventful in terms of issues of equality, diversity and inclusion across the globe and within the UK.**

Only 61% of all teachers and only 35% of teachers who had graduated in the last 10 years had received any training at all in issues of tackling prejudice and promoting equality (EqualiTeach, 2017)

83% of the most serious incidents experienced by LGBT+ individuals within educational institutions in the academic year 2017 – 2018 were not reported, primarily because they considered them too minor, not serious enough or that they 'happen all the time' (GEO, 2019)

11% of Islamophobic incidents happen in educational institutions. One in three Muslim students are living in fear of Islamophobic attacks or abuse on campus. More than half of Muslim students have been subjects to abuse online (NUS, 2018)

90% of people with a learning disability have been bullied at school, two-thirds on a regular basis (ABA, 2018)

Hate crime offences have more than doubled in 5 years. People are being targeted because of their real or perceived race, religion, sexual orientation, gender or disability (Home Office, 2018)

Over a third (37%) of female students at mixed-sex schools have personally experienced some form of sexual harassment at school (NEU & UK Feminista, 2017)

In 2019, race hate crime against children reached a 3-year high (NSPCC, 2019)

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**EqualiTeach is dedicated to providing holistic, whole-school approaches to embedding equality, diversity and inclusion in education settings across the UK. We are dedicated to providing approaches and solutions to empower educators and young people to be part of the change.** In 2017 – 18, we worked with 173 schools in 17 local authorities. We ran workshops with 14,630 young people. We ran 41 training sessions with 1,563 educators.

EqualiTeach is funded by the Home Office to deliver a programme of critical thinking workshops in schools. The programme began in Wycombe District in 2014 and is now delivered across 11 Local Authority areas.



EqualiTeach is funded by the Government Equalities Office Anti-HBT Bullying Fund to deliver Free to Be, a programme of work designed to support 30 London primary schools to be able to create LGBT+ inclusive environments, embed LGBT+ equality into the curriculum and effectively recognise and respond to Homophobic, Biphobic and Transphobic (HBT) bullying.

EqualiTeach was awarded funding from Rosa – the UK fund for women and girls - in order to create a comprehensive resource to help educators promote gender equality, and tackle sexism and sexual harassment in schools. The resource can be accessed at [www.equaliteach.co.uk/outside-the-box/](http://www.equaliteach.co.uk/outside-the-box/)



In 2017-18, EqualiTeach was funded by the Hate Crime Communities Fund in order to work with 38 young people from three primary and four secondary schools in the London Borough of Tower Hamlets on a project called Agents for Change: Islamophobia. As a result of the project, two promotional films and an educational resource 'Faith in Us' were created, which

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can be accessed at [www.equaliteach.co.uk/faith-in-us/](http://www.equaliteach.co.uk/faith-in-us/) . All the students who took part went back to campaign for better reporting systems for Islamophobia in their schools, and to undertake work on initiatives to better tackle Islamophobia and promote equality. The project was designed with young people at the heart of it, to ensure that the films, resources and strategies put in place were relevant and accessible, and to empower those participating to educate and inspire others to create sustainable and tangible change in their schools and communities.

The Agents for Change programme has since been expanding to cover issues such as bullying, gender inequality and HBT bullying. EqualiTeach has worked in partnership with Buckinghamshire County Council, Cambridgeshire Community Foundation, and Muslim Women of Merton in order to roll these projects out to young people across the south of England.

EqualiTeach was funded by the NASUWT teachers' union to write an educational resource entitled 'Universal Values', which has been critically acclaimed amongst equality and educational practitioners. On the back of this resource, the NASUWT commissioned EqualiTeach to deliver a series of training events as part of their national teachers' conferences. The resource can be downloaded free of charge, here: <http://www.equaliteach.co.uk/our-work/#Resources>



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## Feedback on our Work

"Just a quick thanks for your session yesterday. I was not sure what to expect. I really enjoyed the approach that you have to such a difficult issue, the different presentation styles and use of different media, together with the group work, were impressive. I feel I learned a lot and I am sure my colleagues felt the same." **Stephen Jordan, Governor, Wycombe High School**

"The National Education Union has worked very successfully with EqualiTeach for a number of years. EqualiTeach have run successful CPD programmes focussing on creating more equal and tolerant classrooms and supporting teachers to be more confident in addressing the difficult questions children can ask. EqualiTeach have also worked with us in developing resources for union representatives focussing on equality and diversity issues in the workplace. We look forward to continuing this relationship." **Jon Hegerty, NEU**

"EqualiTeach have worked with Teach First for the last three years. They have consistently produced high quality training materials and face to face training for a range of internal role groups and directly with our participants (trainee teachers). They are real experts in all things related to equality, diversity and inclusion and we have valued their specialist knowledge and experience in this field" **Alice Dunn, Teach First**



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## Monitoring and Evaluation

### Monitoring

- Spreadsheets and databases are utilised in order to record the date and number of interventions and number of participants. Progress is regularly monitored against targets.
- Project planning software is used to allocate staff, tasks and deadlines.
- A Theory of Change analysis is completed for each intervention, which is updated along with the materials when new evidence comes to light.

### Evaluation

- Teachers complete feedback forms at the end of each workshop or training session.
- Young people complete feedback forms at the end of each workshop.
- Young people completing certain programmes complete baseline questionnaires prior to our intervention and then post-workshop questionnaires, which are compared for impact.
- Teachers in certain programmes complete questionnaires 3-6 months after our intervention to demonstrate the longer-term impact of interventions.
- Our Think! and Second Thoughts! Workshops have been externally evaluated by the University of Manchester who interviewed teachers and young people, observing workshops and analysing our underlying evidence and assumptions. You can read this evaluation [here](#).
- Ipsos Mori supported the evaluation of Our Agents for Change: Islamophobia programme.

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## Partnerships



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