

Black Members Officer

Role Description

Role Purpose

The Black Members Officer leads Dorset NEU's work in representing, supporting and empowering Black NEU members across the district. The role ensures that the voices, experiences and concerns of Black educators are heard within Dorset NEU, promotes anti-racist practice across workplaces, and helps strengthen Black member participation in union activity, equality work and leadership.

Key Responsibilities

1. Representation & Advocacy

- Act as Dorset NEU's lead representative for Black members.
- Ensure the perspectives and experiences of Black educators inform Dorset NEU discussions, policy responses and campaigns.
- Champion anti-racist practice and highlight issues affecting Black members, including workplace discrimination, career progression barriers and wellbeing concerns.

2. Communication & Engagement

- Maintain regular communication with Black members across Dorset.
- Share information on NEU national Black members' activity, equality networks, campaigns and events.
- Encourage involvement in Dorset NEU meetings, campaigns, CPD and equality initiatives.

3. Supporting Black Member Participation

- Help develop or strengthen local Black member networks or discussion spaces.
- Promote NEU training, conferences and leadership opportunities specifically for Black members.
- Encourage Black members to take on roles such as workplace reps, equality reps or district activists.

4. Anti-Racism & Workplace Inclusion

- Promote NEU anti-racist guidance, resources and policy recommendations to workplaces.
- Support reps in addressing racism, discriminatory practices or equality issues raised by members.
- Encourage schools and colleges to adopt inclusive policies and develop anti-racist workplace cultures.

5. Events & Activities

- Help organise Dorset NEU events related to Black history, anti-racism, equality, and professional development.
- Promote participation in national NEU Black educators' events, conferences and networks.

6. Monitoring & Reporting

- Monitor local issues affecting Black members, including workplace climate, representation and support.
- Provide updates at Dorset NEU meetings about Black member engagement, concerns and opportunities for action.

7. Collaboration

- Work closely with the District Secretary, Equality Officer, ULR Officer, Support Staff Officer and other Dorset NEU officers.
- Liaise with the Regional Office and NEU national equality and anti-racism teams.
- Build positive links with community groups and local networks working on anti-racism and racial justice.

Skills & Attributes

- Strong understanding of racial equality, anti-racism and inclusive practice (or willingness to learn).
- Good communication and relationship-building skills.
- Ability to represent Black members' experiences with clarity, fairness and respect.
- Organisational skills to support meetings, networks and events.
- Commitment to NEU values of equality, dignity and collective empowerment.

Time Commitment

- Attendance at Dorset NEU meetings.
- Regular engagement with Black members and participation in equality-related activity.
- Attendance at relevant NEU regional/national Black members' events where possible.