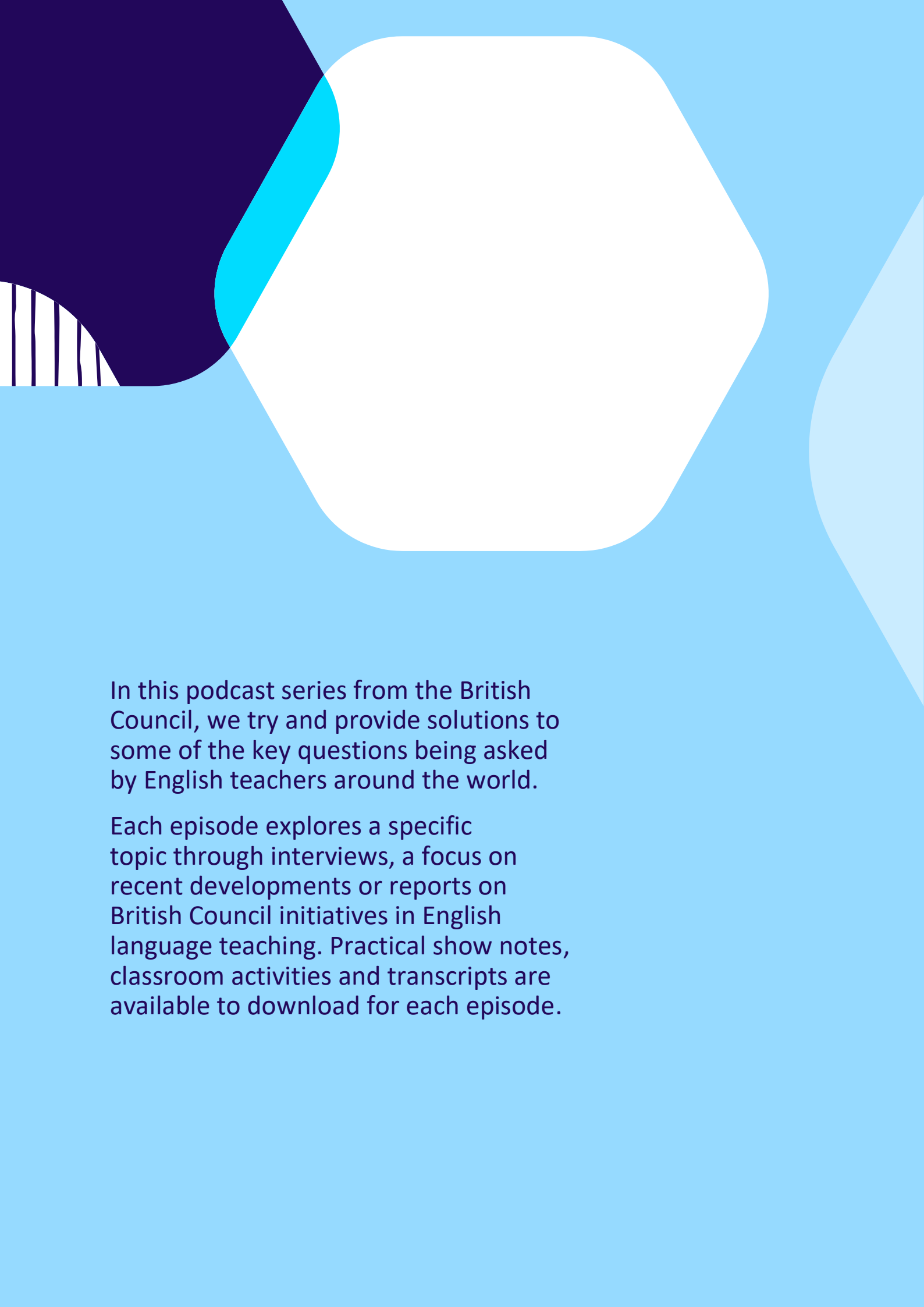


How can the ELT sector become fairer for all teachers?

Show notes





In this podcast series from the British Council, we try and provide solutions to some of the key questions being asked by English teachers around the world.

Each episode explores a specific topic through interviews, a focus on recent developments or reports on British Council initiatives in English language teaching. Practical show notes, classroom activities and transcripts are available to download for each episode.

Episode overview

Looking at the world of ELT from the perspective of fairness, justice, and equity, there is much to admire. However, it is far from perfect, and in this episode we look at some of those areas in which significant improvement could be made. In our field report, we hear from three individuals whose organisations are trying to make ELT a better place in terms of fairness in working conditions, inclusion in the workplace, and gender balance. In our interview, we speak to Rachel Tsateri, who is a prominent advocate for the rights of 'non-native speaking English teachers', drawing on her own experience of being discriminated against.

In this episode



We've had cases of people turning up in staff rooms wearing the same colour as a kind of symbolic expression of the strength of feeling over an issue.

I was tired of being the only woman on the main stage at events ... it seems ridiculous if we are not fully represented at the leading edge of events.

This is really what educators and language teachers have to face ... having to unravel this mystery of what inclusion actually entails.

What will ultimately make someone a good teacher would be their qualifications, would be their experience, would be their passion.

It's about everyone's right to be appreciated for and valued for their skill.



Detailed notes

Additional information about particularly interesting, relevant, or challenging terms are given in the table below.


Phrase used	Explanation and further information
Introduction	
Unconscious bias	Unconscious bias is when we make judgments or decisions on the basis of our prior experience, our own personal deep-seated thought patterns, assumptions or interpretations, and we are not aware that we are doing it. The British Council has an interesting resource on this at https://www.teachingenglish.org.uk/teaching-resources/teaching-secondary/lesson-plans/upper-intermediate-b2/school-tried-end-racism . Cambridge University Press has an interesting blog about this topic at https://www.cambridge.org/elt/blog/2022/09/07/deep-dive-into-critical-thinking-bias-battle/ .
Field Report	
TEFL Workers Union	You can find out more about the TEFL Workers Union at https://teflworkersunion.org/ . You can contact them via their website, or by emailing tefl@iww.org.uk .
Twitterstorms	A Twitterstorm is a sudden flurry of activity about a specific topic on Twitter.
IATEFL	According to https://www.iatefl.org/ , IATEFL is a global professional membership association, and a UK registered charity which supports teachers and other ELT professionals in their professional development, and provide a platform where they can offer their views, exchange research and teaching experiences and learn from each other.
The Fair List UK	You can find out more about the Fairlist at https://thefairlist.org/ . You can contact them via their website, or by emailing info@thefairlist.org .
IP&SEN IATEFL Special Interest Group	You can find out more about the IP&SEN SIG at https://ipsen.iatefl.org/ . You can contact them via their website, or by emailing ipsensig@iatefl.org .
Interview	
Rachel Tsateri	You can find out more about Rachel, and access her wide

	<p>range of free-to-use ELT materials and blogs at https://teflzoneracheltsateri.wordpress.com/author/theteflzone/</p>
<p>Non-native speaking English teachers</p>	<p>An interesting blog entitled “Tackling Native Speakerism: What Can You Do to Address Discriminatory Ideologies?” which offers a clear introduction to this issue can be accessed here.</p>
<p>The discrimination that you've encountered when applying for teaching jobs</p>	<p>You can read a report in the EL Gazette about this story here: https://www.elgazette.com/teacher-sues-over-native-speakerism/. You can also read about Rachel's own blog on this using this link.</p>
<p>Prestige forms of the language like British English, American English</p>	<p>Prestige varieties are those that are regarded mostly highly within a society. As such, the standard language, the form promoted by authorities—usually governmental or from those in power—and considered "correct" or otherwise superior, is often the prestige variety.</p>
<p>This phenomena of native speakerism and also teacher training courses, discussing it with our student teachers</p>	<p>You can access a very interesting and free-to-read article about this topic here, the abstract of which is as follows: “This paper starts by outlining the profound influence native speakerism has had on English Language Teaching (ELT) with particular regard to methodology and teacher training courses. We then argue that if the ELT profession is to overcome the discourse of native speakerism, more attention should be paid during initial teacher training courses to raising trainees' awareness of the problem and to developing more critically-oriented professionals. To this end, we suggest three activities which can be used with teacher trainees.”</p>
<p>I think that we can include L2 speakers in coursebooks</p>	<p>An interesting article entitled “Are most ELT course book writers white ‘native speakers’? A survey of 28 general English course books for adults” can be accessed here.</p>

Using this podcast for lessons or training

- You can download a transcript of the episode from the podcast homepage. To help you and your learners with preparation and language analysis, all words at the B2, C1 and C2 CEFR level have been highlighted.
- The British Council have produced an 'activity pack' for this episode, which contains activities which you can use in your classroom. The activities focus on speaking, listening, grammar and language. They are available in both pdf and in editable PowerPoint format, in case you wish to edit them to make them more relevant for your specific classroom.





This episode was produced for the
British Council by:

Chris Sowton and Kris Dyer