

Curriculum Vitae

AUGUSTINE (GUS) JOHN

PROFILE

I was born in Grenada, Eastern Caribbean, and there Africa was born in me.

I am a lifelong PanAfricanist and since arriving in Britain in 1964, I have worked assiduously to forge meaningful and sustainable relationships between Africans from the Continent and Africans from the Caribbean Diaspora, who are all subjected to structural/systemic, cultural, institutional and personal manifestations of racism and discrimination in the United Kingdom. Nigeria has been my adopted home these last 20 years, although Britain is the country in which I reside.

I am a committed educationalist, learning facilitator and community activist since 1965 and management consultant since 1995, with experience of:

- conducting social audits for public and corporate sector organizations and assisting them in applying 'theories of change' and managing change
- delivering master classes as a leadership and management consultant
- working internationally as an inspirational leader, executive coach and mentor and social investment adviser
- advising governments in Britain, the Caribbean and Africa
- campaigning for racial equality and social justice in Britain
- developing and delivering lifelong learning provision
- lecturing in education policy and classroom practice
- teacher training, supervision and mentoring
- management at senior level in education administration and in colleges and universities
- school and college inspection
- working as Britain's first African Director of Education and Leisure Services for 8 years (London Borough of Hackney)
- working as a member of the African Union's Technical Committee of Experts, tasked with determining the modalities for constituting the Global African Diaspora the Sixth region of Africa (2006 -)

Achievements (National)

- Involved in education, schooling and the struggle for racial equality and social justice in Britain's inner cities since the middle 1960s
- Co-founder of the first Black Supplementary School in Oxford (Cowley and Blackbird Leys) in 1966 and Birmingham (Handsworth) in 1968
- Became the United Kingdom's first ever black Chief Education Officer in 1989 and later Director of Education and Leisure in 1993
- Experience in education management as Director of Education and Leisure Services (8 years), Deputy Director of Education in charge of Lifelong Learning provision in the Inner London Education Authority (2 years), Inspector of Community Education (3 years), Area Vice Principal of Community Education, Manchester (4 years)
- Extensive experience of conducting social research and auditing and programme evaluation for central government, regional and local government and for schools, colleges, universities, health authorities, the Law Society, the Crown Prosecution Service, the Solicitors Regulation Authority and the Attorney General's Office. Led a consultation on 'deaths in custody' for former attorney general, Peter Goldsmith QC
- Invited by Jack Straw, Home Secretary in the first Labour Government led by Tony Blair, to become part of a Race Relations Forum to advise him and the Government on matters of 'race' and social policy; appointed Chair of the Race Relations Forum's Agenda Group. In that capacity, worked with civil servants on the reform of the 1976 Race Relations Act and on shaping the Race Relations (Amendment) Act 2000
- Advises Government in Britain on conflicts within urban communities and on strategies for enhancing community cohesion
- Successfully developed restorative justice models for use with young people in schools and communities in Britain and elsewhere, including those involved in face to face and increasingly cyber space bullying as well as those involved in gangs and 'cults'
- Established a 'Future Leaders' programme for young people of African heritage, involving schools, community based supplementary education providers, Higher Education and business partners
- Produced a model for working with young people involved in gang activity and in gun and knife crime, including preventive work with primary school children
- Highly respected consultant on education, equality and human rights legislation
- Chaired the 'Round Table' for the National Union of Teachers (NUT) October 2006/March 2007 and produced '**Born to be Great**', the NUT's Charter on Promoting the Achievement of Black Caribbean Boys
- Extensive engagement in community development and social activism since the middle 1960s, including: establishing **Education for Liberation Books in Manchester** in the 1980s; jointly organising the International Book Fair of Radical Black and Third World Books in London, Manchester, Leeds and Bradford (1982 to 1995); chairing the Black Parents Movement (Manchester), co-founding the education charity: the Communities Empowerment Network (CEN) with Gerry

German and others (1999), and being a Founder Trustee of the George Padmore Institute, Finsbury Park, under the chairmanship of the late John La Rose (1991).

- Produced '***The Case for a Learners' Charter for Schools' – 2010***, a charter that articulates the educational entitlement of all school students and the rights and responsibilities of everybody engaged in the schooling process – local authorities, school governors, teachers, pupils and parents – a charter anchored firmly in the provisions of the UN Convention on the Rights of the Child; the Charter had the full support of the General Teaching Council for Schools and the Department for Children, Schools and Families was giving consideration to the proposal that it should be adopted as statutory guidance for schools. Those discussions were not taken forward by the Coalition Government after that year's general election.
- Since 2011, have been working to build a UK Chapter to link the African Diaspora in the UK with the Sixth Region initiative.
- In 2016, Gus John was designated one of 30 'most influential Global African Diaspora leaders worldwide'
- In 2016, became an Adviser to the Archbishops of Canterbury and York on 'Minority Ethnic Anglican Concerns'. Resigned in 2019 in protest at the Archbishop of Canterbury's endorsement of the Chief Rabbi's and Board of Deputies of British Jews' onslaught on Jeremy Corbyn and the Labour Party in the run up to that year's general election.

Achievements (International)

- Founder member and international secretary of European Action for Racial Equality and Social Justice - 1992
- Worked for the Federal Government of Nigeria on conflict resolution in the oil and gas industry in the Niger Delta (2004 – 2008)
- Was ghost writer of a development manual, ***Remaking the Niger Delta - challenges and opportunities***, for the Honourable Kingsley KuKu, Head of the Niger Delta Amnesty Programme and Special Adviser to President Goodluck Jonathan (2012)
- Worked with the Government of Cameroon in the South West, Anglophone region (2008-2010), in examining barriers to meeting the Millennium Development Goals with respect to youth (vocational education and training) and education (improving access to schooling for girls; improving teaching quality)
- Ditto: the government of Somaliland, working with schools in Hargeisa
- Worked with the government of Grenada on a review of Special Educational Needs and Disabilities provision for SEND children in mainstream schools
- Political consultancy for the Somaliland government: ***The Case for Political Recognition of Somaliland as A Sovereign Independent State (2008)***

- Worked with the Federal Ministry of Health in Nigeria on a primary health education project, promoting hand hygiene as a community strategy for disease prevention (2012)
- Worked with the Government of the Republic of Trinidad and Tobago, in collaboration with the University of the West Indies and State University New York on promoting Inclusive Education in the Caribbean region, with a special emphasis on delivering the educational entitlement of students with special educational needs and disabilities
- Worked as a member of the African Union's Technical Committee of Experts (Sixth Region) in Johannesburg and Pretoria, in preparation for Heads of Governments summits.

Career Summary 1977 – 2023

2023 - 2024 Expert Witness in public inquiry into the death in police custody of Sheku Bayoh in Kirkcaldy, Fife, in March 2015.

2024 Expert Witness in the 'Coconut' trial of Marieha Hussain for a 'racially aggravated breach of public order' for depicting Rishi Sunak and Suella Braverman as coconuts

2022 – 2023 Expert Witness in Special Immigration Appeals Commission hearings on deportation cases involving children with severe learning disabilities

Ditto the Special Educational Needs and Disabilities Commission

2016 - 2022 Visiting Professor (Strategic Development & Legal Compliance) - Coventry University

Honorary Fellow and Consultant Professor - London Centre for Leadership in Learning, Institute of Education, University of London (Since December 2014, the UCL Institute of Education)

2016- 2019 Co-founder & Partner, All Africa Advisors LLP

- Head of the Development Branch of this international development consultancy with a purpose to create and deliver timely and tailored solutions that adapt international best practices to the challenges of emerging market environments across two departments, viz. commercial/investment & development

2012 – 2015 Director and Principal Consultant - Aloysius Enterprise Ltd

- Consultant on International Development; Sustainable Development; Capacity Building for Better Governance; Transparency and Accountability; Corporate Ethics; Corporate Social Responsibility and Social Investment

2010 – 2016

Principal Consultant & Director of Social Investment Programmes, Gus John Consultancy Ltd

Team Consultant with Strategic Consulting and Implementation Group (SCIC)

2001- 2010

Chief Executive and Principal Consultant with the Gus John Partnership Limited (formerly JTN Consultancy Limited)

Led teams to undertake research, develop organisational capacity, manage and evaluate projects, or delivered the work single-handedly:

Research and Policy Review

2012-2013

Chair of the Legal Education and Training Review Group on Equality, Diversity and Social Mobility

2012 – 2014

Independent Comparative Case Review for the Solicitors Regulation Authority, with the following remit:

‘to identify whether there is disparity in the way the SRA in its regulatory processes applies its policies and procedures in dealing with BME practitioners as compared to others with a view to identifying potential improvements to such practices, policies and procedures to maximise fairness and consistency...’

2006 - Member of the African Union’s Technical Committee of Experts (TCEM)

Remit: To work out the modalities for making the Global African Diaspora the Sixth Region of Africa, pursuant to the AU’s Addis Ababa resolution of 2003 to constitute the Diaspora the Sixth Region of Africa

- Advising Member States in Africa on meeting the

Millennium Development/Sustainable Development Goals
(Education and Youth)

2002- 2007

- (HEFCE) Higher Education Funding Council for England & Equality Challenge Unit: – *Review of Race Equality policies and action plans for HEFCE funded Higher Education Institutions in England*
- (SHEFC & SFEFC) Scottish Higher Education Funding Council and The Scottish Further Education Funding Council – *Review of Race Equality Policies and their application by Scottish Further Education Colleges and Higher Education Institutions*
- Higher Education Funding Council for Wales - *Review of Race Equality policies and action plans for HEFCE funded Higher Education Institutions in Wales; Internationalization of Higher Education: Promoting the characteristics of the international University. Evaluation of the implementation of equality legislation in the Welsh Higher Education Sector*
- Equality Challenge Unit & Joint Negotiating Committee for Higher Education Staff (JNCHES) - Producing ***Toolkit for Implementing Equality Legislation and Assessing Its Impact in Higher Education***
- Crown Prosecution Service – *Diversity Monitoring on a national scale, reviewing 15,000 Prosecutors’ case files for evidence of bias in Prosecutors’ decision making on the axis of ‘race’ and gender at the case review stage. Produced the CPS report: **Race for Justice** (2001 -2003)*
- Home Office Police Information Technology Organisation - *Evaluation of Police Race Relations and Diversity Training on a national scale, following the roll out of such training across the nation in the light of the Stephen Lawrence Inquiry Report (2002-2004)*
- **Salford University - a comprehensive quantitative and qualitative review of the University’s implementation of Equality Legislation and of staff awareness of that legislation and its implications (2003-2005)**
- Northumbria University - ***Equality & Diversity Audit of Policies and Functions - 2003***
- City University - ***Promoting Equality & Diversity: review of policies and their application, and of staff and student support mechanisms (2005-2007)***
- PATH (Scotland) & Scottish Executive - *Research on the Career Aspirations and Influences on Black and Ethnic Minority Youth in Glasgow, Oldham and Burnley (2004-2006)*

Leadership and Management

2015 - Strategic Management Consultant to the Committee for Minority Ethnic Anglican Concerns, a committee of the Archbishops Council, Church House, Westminster

2012- Strategic Management Consultant
The Methodist Connexion, Methodist Church House, Marylebone Road, London

2004 - 2012

- *Bespoke development workshops for managers and programme leaders*
 - Leeds City Council: Developing Black Managers
 - Gloucestershire County Council: Review of Policy Index; Running 'Developing Black Managers' programme
 - North Tyneside Council
 - Communities Scotland
 - UCL - Provost and Executive Team
 - University of Strathclyde (Visiting Faculty Professor – 1997-2007.
 - University of Bath
 - Greenwich University
 - The Scottish Further Education Unit and the 46 Colleges in Scotland
 - Black managers in Ealing Borough Council, Islington Borough Council and Sandwell Metropolitan Borough Council
 - East Lancashire Chamber of Commerce
 - McIntyre and King
 - Public Sector Chief Executive Officers – *Masterclass on Leadership and Management*
 - Black Health Agency
 - Barnet College - *Bespoke leadership and management development course for black and ethnic minority staff to increase their representation in the College's management team*
 - Barnet College - *interviewing skills, self-evaluation and performance assessment for black senior staff*

Organizational Audits

- Gloucestershire County Council Education and Social Services Departments – *Review of Policy Index and re-writing of policies (2002-2003)*
- The University of Northumbria at Newcastle – *Equality Audit (2003)*
- The University of Salford - *Equality and Diversity Audit (2003-2005)*
- Barnet College - *Audit of implementation of the Race Equality Policy and Action Plan; review of Staff Development Policy and its application*
- The Law Society - *External Evaluator of Performance in Implementing Equality & Human Rights Legislation (2004-2009)*
- Central Law Training – *Evaluation of curriculum and assessment (2006)*
- Learn Direct – *Audit of policy index and the application of policies in Learn Direct centres (2002-2004)*

Thematic Reviews

- Her Majesty's Crown Prosecution Service Inspectorate - *thematic review of cases with an ethnic minority dimension (2002)*
- Attorney General's Office – *Deaths in Custody (2003)*
- Her Majesty's Crown Prosecution Service - *review of Prosecutors' management of hate crime cases (2001-2003)*
- The Law Society - *Review of Human Resources policy index (2004-2005)*

Mediation; Conciliation; Peace Building

- Home Office
- North Tyneside Council
- Doncaster Metropolitan Borough Council
- Greenwich Council
- Nottingham Trent University
- UNISON Scotland
- Barnet College
- University of Salford
- Niger Delta: Assignment by State Governors in the Delta to implement strategies for mediating conflict between communities in the oil producing areas and oil and gas companies and within those communities themselves (2003-2007)

Chairing or Membership of Commissions of Inquiry

- Member of the Commission of Inquiry into the racist murder of 14 year old Ahmed Iqbal Ullah at Burnage High School in South Manchester and co-author of the book on Burnage report: ***Murder in the Playground (1987)***
- Doncaster Metropolitan Borough Council - *Chair of Commission of Inquiry into the Needs and Circumstances of Black and Ethnic Minority People in Doncaster (2002-2003 ; author of inquiry report: **Tired of Fighting!***
- Churches Together in Britain and Ireland - Member of *Commission on the Operation of the Ecumenical Racial Justice Fund (2000-2005)*
- The African Union/Caribbean Diaspora Consultative Conference on Africa/Diaspora Reunification - Consultant to the *Commission on Education for Reunification and National Development (2006-2007) and on Social and Cultural Cooperation 2010 -*
- British Union Conference of Seventh-Day Adventists - Conducted *Independent Inquiry into Haringey Local Authority's Treatment of The John Loughborough School (2008)*
- Member of *the Street Weapons Commission* (sponsored by Channel 4 Television) 2008 –2010
- Adviser to Mayor Boris Johnson on Serious Street Violence in London, 2009 - 2011

Chairing Seminars, Conferences and Public Speaking

- Lambeth Education - *Education for All* – keynote address to headteachers and education officers
- Queen Mary and Westfield Public Policy Seminars – *Policy analysis*
- Centre for Public Policy Seminars – *Policy analysis*
- Bath Race Equality Council – *Towards Race Equality in Education* - Conference
- Dudley Race Equality Council – *Promoting Race Equality in the Public and Voluntary Sectors* - Conference
- National Association of Citizens Advice Bureaux – *Bridging Communities* - Conference
- Gloucestershire Black Workers Network – *The Launch (Keynote Address and facilitating one day workshop)*
- Kick it Out, *Football, Citizenship and Anti-Racism*
- Greater London Authority – *Black Sector Workers as Internal Stakeholders* - conference
- National Probation Directorate – *Race and Ethnic Monitoring* - Seminar
- George Padmore Institute – *Heritage, Culture and Identity* (workshop series)
- Institute of Education – *Leadership Development Programme for Black Middle Managers (ongoing)*
- Gloucestershire Learning and Skills Council - *Equality and Diversity in Learning: Making It Real*
- Chartered Institute of Housing- Scotland: *Leadership in the 21st Century*
- Leeds Bicentenary Project - *Britain Today & the Slavery Abolition Act 1807*
- Carnival Messiah at Harewood 2007, Harewood House Trust, Leeds - *Roots of Identity - the African Diaspora After Abolition*
- Higher Education Funding Council for Wales - *The International University: Identifying and Meeting the Needs of Overseas Students* - international conference
- London Centre for Leadership in Learning - *Education for Global Living* - staff development seminar
- Shortwood Teachers' College, Kingston, Jamaica - *Education in the 21st Century: Implications for Caribbean Identity and National Development* – Founders' Day Lecture 2007
- *Meeting the Millennium Development Goals on Education and Youth*, Inter-Ministerial Conference: Africa/African Diaspora Reunification Project, Johannesburg, 2007
- *Widening Participation*, Edge Hill University, 2008
- *Building Pathways into Higher Education*, North East Wales Institute, 2008
- *The Second Anthony Walker Memorial Lecture*, National Union of Teachers, London, October 2008
- Chairing the Mayor of London's 'Guns, Gangs and Weapons' summit, October 2008

- *Local Authorities: Promoting Equity and Excellence*, Centre for Local Policy Studies, Edge Hill University, 2009
- *Promoting a Learners' Charter*, Kirklees Children and Young people's Service, 2009
- *Promoting Equity and Excellence through Schooling*, Inside Government, 2009
- *Global Majority Contributors to Educational Excellence*, London Centre for Leadership in Learning, Institute of Education, University of London, 2009
- *Developing Black Achievers*, Black and Ethnic Minority Educators Conference, Bristol Local Authority, 2009

Expert Witness

- For Asian defendants charged following the Burnley disturbances in June 2001 (see Chapter 8.4 in ***Taking A Stand***)
- For the Complainant in Desi -v- Glasgow City Council, in the Employment Tribunal - Glasgow 2004
- For the Appellant, Special Immigration Appeals Tribunal - September 2009
- For the Claimant in Henry Webster - v- The Ridgeway Foundation School, Royal Courts of Justice, Strand, London, October – November 2009
- For Equality & Human Rights Commission lawyers acting in Judicial Review case against a school that illegally excluded a black male student for wearing corn row plaits, labelling them 'an aggressive form of ethnic identification' and 'indicative of gang culture'
- For 9 year old statemented student with Autism and ADHD threatened with deportation to Jamaica - Special Immigration Appeals Commission, Birmingham 2011
- For 6 year old statemented student with cerebral palsy and diplegia threatened with deportation to Jamaica – Special Immigration Appeals Commission, Birmingham, 2014
- Expert Report on Anti-Semitism and Zionism, Solicitors Disciplinary Tribunal, July 2017
- **2024 For the defendant in the 'Coconut' trial of Marieha Hussain for a 'racially aggravated breach of public order' for depicting Rishi Sunak and Suella Braverman as coconuts**

2012 - 2013 Chair of Expert Advisory Group on Equality, Diversity and Social Mobility, Legal Education and Training Review

2011 - Consultant to the Methodist Church, UK, on Equality and Human Rights in the Church's management, mission and social responsibility

2006-2010

Facilitator and programme consultant on the 'Investing in Diversity' programme for developing senior black teachers for headship positions - Institute of Education, London Centre for Leadership in Learning (funded by London Challenge)

1998-2007

Visiting Faculty Professor of Education, University of Strathclyde

- Developing and teaching a cross-faculty module on *Social Justice in Professional Roles*
- Team Leader in the Faculty of Education's specialist centre, the Equality and Discrimination Centre
- Lecturing on the Primary and the Secondary Post Graduate Diploma in Education
- Supervising MA/MSc students researching equality and social justice issues

Specialist Adviser on Race and Social Inclusion, Glasgow City Council

- Policy review and development
- Executive Coaching for Provost, Chief Executive Officer and Directors of Services
- Management development training for Directorate Senior Leadership Teams
- Training for elected members

- Adviser on Policy Index, Scottish Assembly Government

1996-1998

Independent consultant (sole trader)

Delivering services to schools, local authority service directorates, government departments, Training and Enterprise Councils and colleges and higher education institutions.

1993-1996

Director of Education and Leisure Services, Hackney

Following the merger of these two directorates in 1993, retained all the responsibilities of the Director of Education (below), plus:

- developed the Library Service, linking it more closely to the needs of schools and colleges
- promoted schools' and colleges' use of the borough's museums and archives for curriculum and pedagogy
- established a Learning and Leisure programme as part of a Lifelong Learning Service that included community health education, services for the elderly, a local history project to chart the patterns of settlement of Hackney's cosmopolitan population, an 'adopt a school'

and 'adopt a granny' project where schools work with elderly people of different nationalities, enabling them to take part in curriculum design and to teach about their life in Hackney

1989–1993

Director of Education, London Borough of Hackney

- Established the Education Directorate in 1989 to assume responsibility for managing the education and schooling service in Hackney from April 1990, following the abolition of the Inner London Education Authority and the transfer of education functions to local boroughs
- Responsible for early childhood education, schools, colleges, museums, borough archives, the youth service, the play service, the Advisory and Inspection Centre, the Professional Development Centre, the Education/Business Partnerships, Theatre-in-Education
- Borough's lead officer on 'Investors in People'
- Borough's lead officer on Twinning Arrangements between Hackney Council and Chelmo and Warsaw in Poland, Haifa in Israel, Gottingen and Han Munden in Germany, Suresnes in France, Barbados and St Vincent.

1987 -1989

Assistant education Officer & Head of Community Education, Inner London Education Authority

Responsible for:

- the strategic development of the sector
- staff development and training
- the ILEA's community schools; the Language and Literacy Unit; the African Caribbean Resource Centre; the Adult and Continuing Education Service; the Youth Service; the Play Centre Service; the Education Liaison Service; Colleges; Museums; Grants to Voluntary Organizations; Supplementary/Saturday and Mother Tongue Schools; Theatre-in-Education; Funded Community Arts Projects; Residential Activity Centres; liaison with trade unions and the work of the Joint Negotiating Committee; staff appraisal

1985-1987

Inspector of Community Education, *Manchester Education Committee*

Responsible for quality assurance of teaching, learning and educational outcomes

- advice and inspection with respect to community education provision
- collaboration with the school and higher education sectors and with business partners, community organizations and statutory organizations (health authorities, Police, Chambers of Commerce)

1983-1985

**Area Vice Principal of Community Education, South Manchester,
Manchester Education Committee**

Responsible for:

- community education in schools, colleges, adult education, the Youth Service, the Play Service, grants to voluntary organizations, quality assurance, staff development and training, liaising with the voluntary sector

1980-1983

**Area Co-ordinator of Community Education, Central Manchester,
Manchester Education Committee**

Responsible for:

- the strategic management and development of Community Education
- the Adult Education Service
- the Youth Service and for youth workers based in schools
- the Play Service
- neighbourhood workers
- community arts projects

1981 - 1986

Northern Coordinator of the New Cross Massacre Action Committee

formed in response to the New Cross Fire, 18 January 1981; organiser in the North/North West of the Black People's Day of Action, 2 March 1981

Chair of the Moss Side Defence Committee, following the uprisings in Moss Side in July 1981

Adviser to the Liverpool 8 Defence Committee following the Toxteth Uprisings in 1981

Helped form and steer the Handsworth/Lozells Defence Committee following the uprisings in 1985

Organised and briefed legal defence teams in respect of each of these defence campaigns, working in collaboration with the Haldane Society of Socialist Lawyers

1980 – 1987

**Visiting Lecturer, Department of Applied Community Studies
Manchester Polytechnic**

1977-1980

Lecturer in Social Policy and Applied Social Studies, University of Bradford

- with a focus on government policy on education, social welfare, policing, race, immigration, health and social care.
- training education welfare officers, social workers, probation officers, neighbourhood workers
- part time Director of the Youth & Race in the Inner City Project and author of the action-research report ***In the Service of Black Youth, a study of the political culture of youth and community work with black people in English cities***

1973- 1977

Director of the Youth & Race in the Inner City Project, a nationwide action-research project funded by the Voluntary Services Unit at the Home Office and commissioned by the National Association of Youth Clubs

1971-1973

Action-research officer, Moss Side Project; Youth Development Trust, Manchester

Visiting Lecturer, Department of Youth Work, University of Manchester

1969-1971

Action-research officer, study of Handsworth, Birmingham; Runnymede Trust

Author of 'Race in the Inner City - a report from Handsworth, Birmingham' (Runnymede Trust 1970)

Education and Professional Qualifications

Sacred Theology (BA equivalent): Blackfriars Priory, Oxford, 1964-1967

Diploma in Youth and Community Work: National College for the Training of Youth Leaders, Leicester, 1968-1969

MSc Social research programme & Postgraduate Diploma in Advanced Social Studies, University of Surrey, 1974-1976

Honorary Doctor of Education - De Montfort University, 1996

Honorary Fellow - Institute of Education, University of London, 2007

Doctor of the University ('Honoris Causa') - Birmingham City University, 2019

Doctor of Letters ('Honoris Causa') – University of West London, 2024

External Examinerships

- **2015 - 2019 BA Youth & Community Work**, Ruskin College, Oxford

- **Doctoral thesis** – Leeds Metropolitan University 2022
- **Doctoral thesis** – University of Greenwich, London, 2019
- **Doctoral thesis** – De Montfort University, Leicester, 2014
- **Doctoral thesis** – De Montfort University, Leicester, 2010
- **Doctoral thesis** - Goldsmith's College, University of London, 2007
- **Doctoral thesis** - University of East London/Tavistock Institute, 2006
- **Postgraduate Diploma & MSc in Equality and Discrimination**
Department of Educational Studies, University of Strathclyde
1993 -1997

- **Diploma in Youth and Community Studies**
 - Bulmershe College 1987-1991
 - Avery Hill College 1985-1989
 - Scraftoft College 1982-1986

PERSONAL SUMMARY

Born in Grenada, I received my formal schooling in Grenada and Trinidad. In 1962, I joined the St John Vianney Seminary at Mt St Benedict, Trinidad, where I studied Philosophy and Theology before moving to Britain at the age of 19 to join the Dominican Order and study Theology at Blackfriars Priory, Oxford and Oxford University and in preparation for the Roman Catholic priesthood. Most of my adult life has been spent struggling for quality education for all children, irrespective of ethnicity and social background, as part of the wider struggle for racial equality and social justice. I have combined an active engagement in community activism with reflection, writing and publishing. As such, I consider myself to be a committed academic and practitioner, motivating others to embrace the responsibility to be agents of change and to believe that, acting collectively, we could safeguard and extend hard won rights and freedoms and make a lasting difference in the lives of our children and our communities.

I have devoted over forty years of my professional life to education and community development in Britain and as a public intellectual have earned the respect of governments, fellow professionals and, most crucially, of young people and adults in communities across the nation. I have a passionate commitment to social justice, developing people and humanizing society. As such, my commitment to human liberation underpins and informs my activism in the cause of African Liberation. I have a reputation for personal and professional integrity, hard work and for excellence. I encourage and coach those around me to develop an abhorrence of mediocrity and individualism. My approach is collaborative and empowering and as such I am considered to be an effective mentor and coach.

My hobbies are cycling, swimming, reading and music. I enjoy the company of young people and love to engage them in stimulating discussion and the occasional smattering of nonsense talk.

I am committed to devoting the rest of my working life to helping transform the education and schooling system in Britain, such that the current generation of young British citizens of whatever background could be equipped with the values, knowledge, understanding, skills and aptitudes to build a future based on equity, equal rights and justice and that is not marred by the divisions and denial of rights on the basis of forms of oppression that so represent the fracture lines in contemporary British society.

Taking A Stand

In October 1999, I was asked by Tony Blair to accept a CBE (Commander of the Order of the British Empire) in the Queen's New Year Honours List, 2000. I promptly declined, telling Tony Blair that I believed such honours to be anachronistic and indeed an insult to the struggles of African people like myself who have spent their life combating racism and trying to humanize British society, racism which is a core part of the legacy of Empire and which the society and its institutions are perennially failing to confront. It would be incongruous, therefore, for me of all people to accept the 'honour' of Commander of the Order of the British Empire. I advised that it surely cannot be beyond the wit of the British establishment to come up with a less historically tarnished 'gong' to mark the contribution of its citizens to civic, economic or even military life.

Sadly, a barrage of criticism and venom (in some cases) was heaped upon me, including by members of the Black community up and down the land for 'daring to decline' such an honour from the Queen.

Publications

Gus John is the author of numerous works since 1970. His publications include:

- 1970 **Race in the Inner City** - a study of young people in Handsworth, Birmingham, Runnymede Trust, London
- 1971 **Because They're Black** (with Derek Humphry), Penguin, London
Winner of the Martin Luther King Memorial Prize, 1971
- 1972 **Police Power and Black People** (with Derek Humphry), Panther, Granada Publishing, London

- 1973 **The Hilton Project** – a study of Moss Side, Manchester (with Bryce Anderson, Carol Milton & Tony Pritchard), Youth Development trust, Manchester
- 1976 **The New Black Presence in Britain**, British Council of Churches, London
- 1981 **In the Service of Black Youth - a study of the political culture of youth and community work with black people in English cities – 1983-1998**, National association of Youth Clubs, Leicester, and Voluntary Services Unit, Home Office.
- 1989 **Murder in the Playground** - a report of the Macdonald Inquiry into Racism and Racial Violence in Manchester Schools (with Ian Macdonald QC, Lily Khan, Reena Bhavnani), Longsight Press, London
- 1991 **A View from Britain**, in Abdul Alkalimat Ed: Perspectives on Black Liberation and Social Revolution - Malcolm X: Radical Tradition and a Legacy of Struggle, 21st Century Books, Chicago.
- 1991 **Education for Citizenship**, Charter 88 Trust, London
- 1992 **Education & the Community in a Metropolis**, in Michael Barber Ed: Education in the Capital, Cassell Education, London
- 1994 **Performance in Inner City Schools** - Evidence to the Parliamentary Select Committee on Education, HMSO, London
- 1997 **Education/Business Partnerships with the Voluntary Education Sector in Hackney: Supplementary Schools - Advice on their Role in Raising Achievement and ways in which they might be facilitated and resourced by the corporate sector in fulfilling that function**, City & Inner London North Training & Enterprise Council (CILNTEC), London
- 1998 **Promoting Active Citizenship and Social Inclusion in Civil Society and Work**, (in proceedings of the UK Presidency EU Manchester Conference: The Learning Age - Towards a Europe of Knowledge, May 1998, Social Exclusion Unit, Cabinet Office
- 2003 **The Crisis Facing Black Children in the British Schooling System** - a call to independent action by black students and black parents, The Gus John Partnership Limited
- 2003 **Race for Justice** - research report of a study of 15,000 prosecutors' case files with respect to bias in decision making in the case review process on the basis of 'race' and gender, Crown Prosecution Service, The Stationery Office
<https://www.cps.gov.uk/publications/docs/racejustice.pdf>

- 2004 **Career Aspirations and Influences on Black and Minority Ethnic Youth**, a report of research for PATH Scotland funded by the Scottish Executive, University of Strathclyde, PATH, Glasgow
- 2004 **Inclusive Communication & Consultation Report & accompanying Communication and Consultation Toolkit** (action-research in collaboration with 9 HE Institutions on communication and consultation in meeting the requirements of the Race Relations Amendment Act 2000), the Equality Challenge Unit and the Joint Negotiating Committee for Higher Education Staff, London
https://www.ucu.org.uk/media/pdf/0/5/jnches_raceeq_tool_1.pdf
- 2005 **Delivering Education and Life-long Learning in Custodial Institutions;**
 Evidence to the House of Commons Education and Skills Committee (Prison Education), The Stationery Office
- 2005 **School Exclusion and Transition into Adulthood in African Caribbean Communities**, with Cecile Wright, Penny Standen and Gerry German and Tina Patel, Joseph Rowntree Foundation, York
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