

Dr April-Louise Pennant

BA (Hons), MA, PhD, AFHEA

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QUALIFICATIONS:

UNIVERSITY OF BIRMINGHAM, Birmingham, UK

2016- 2020

Funded by an ESRC 1+3 studentship

PhD Education-Thesis title: "Look, I have gone through the education system and I have tried damn hard to get to where I am, so no one is gonna stop me!": *The educational journeys and experiences of Black British women graduates*. Final thesis can be accessed [here](#). Supervised by Professor Dina Kiwan and Professor Deborah Youdell

Associate Fellowship of the Higher Education Academy (AFHEA)

2018

Postgraduate Certificate in Advanced Research Methods and Skills (PGCARMS)

2018

MA Social Research (Education)- Dissertation title: *The role of Affinity Groups in shaping*

2015- 2016

the experiences of Black female undergraduates at a Russell Group University. Supervised by Professor Nicola Rollock and Professor David Gillborn

UNIVERSITY OF KENT, Canterbury, UK

2011- 2015

BA (Hons) Sociology with a year in Hong Kong

I studied at the **CHINESE UNIVERSITY OF HONG KONG** during my year abroad

2013- 2014

Dissertation title: *Is there a pronounced sense of 'educational urgency' amongst Black British females within higher education in the UK?* Supervised by Professor Iain Wilkinson

EXPERIENCE:

LEVERHULME TRUST EARLY CAREER FELLOW:

School of Social Sciences, Cardiff University

Oct 2022- present

- Completing the project 'The source of the stream: centring the enslaved Africans who built Penrhyn Castle.'
- Contributing to the research activities & raising the profile of the School of Social Sciences.
- Applying for & contributing to funding bids.
- Organising research-related impact activities.

ESRC POSTDOCTORAL RESEARCH FELLOW:

School of Social Sciences, Cardiff University

Oct 2021- Sep 2022

- Completing the project 'Understanding to Overstand: the educational journeys and experiences of Black British women graduates'
- Co-convenor of the Migration, Ethnicity, Race and Diversity (MEAD) Research Group
- Completing training courses for career development such as quantitative research methods
- Applying for and contributing to funding bids
- Organising research-related impact activities

FOCUS MANAGER / RACE EQUALITY ACTION PLAN DEVELOPMENT OFFICER:

Equality and Prosperity Division, Welsh Government

Oct 2020- July 2021

- Working with key stakeholders to set the vision, mission and purpose of the plan
- Completing the Integrated Impact assessment
- Liaising with Welsh Government policy leads and community mentors to facilitate a 'buddies' relationship for the co-construction of the plan and any associated policies
- Contributing to the design, messaging and communications strategy
- Assisting with various tasks to support the consultation process

FOCUS MANAGER / ADDITIONAL LEARNING NEEDS (ALN) TRANSFORMATION OFFICER:

The Education Directorate, Welsh Government

Nov 2019 – Mar 2021

- Leading on the new legislative framework of the ALN and Education Tribunal (Wales) Act 2018, and the associated transformation programme
- Drafting responses to ministerial briefings, ministerial and treat official correspondence on issues relating to ALN and the existing SEN System
- Supporting and maintaining the development of policy and guidance to help local authorities and schools meet the educational needs of children and young people with ALN
- Working collaboratively with colleagues in the wider Education Directorate and in the Department for Health and Social Services (DHSS) as well as with outside organisations, including local authorities, schools, professional bodies and the voluntary sector

WESTMERE SCHOLAR FOR THE COLLEGE OF SOCIAL SCIENCES:

University of Birmingham Graduate school

Aug 2018- Jul 2019

- Forming effective working relationships with a diverse range of people across the university, the University Graduate School and key contacts in the many different colleges and schools.
- Working inclusively and as part of a team to promote and raise awareness of the University Graduate school.
- Leading on projects and being proactive to initiate and organise relevant PhD researcher development and community building activities both online and face-to-face.
- Managing a budget, responding accordingly, and allocating this effectively to support the development, inclusivity and running of PhD events and activities.
- Drawing accurate and informative conclusions from detailed research to produce an end of year annual evaluation of the Graduate school and its usage.

PUBLICATIONS:

Published

- Cheung, S.Y., Vougioukalou, S., Garner, S. and Pennant, A.-L. (2024) 'Migration, ethnicity, race and diversity in a post-Brexit and pandemic Britain', *Frontiers in Sociology: Race and Ethnicity*, vol. 9. Available at: <https://www.frontiersin.org/research-topics/40154/migration-ethnicity-race-and-diversity-in-a-post-brexit-and-pandemic-britain> (Accessed: 15 January 2025).
- Pennant, A.-L. (2024) *Babygirl, you've got this! Experiences of Black girls and women in the English education system*. London: Bloomsbury Publishing. Available at: <https://www.bloomsbury.com/uk/babygirl-youve-got-this-9781350278998/>
- Pennant, A.-L. (2024) 'Why the "P" in PhD stands for (Black) power,' in Ackah, W. et al. (eds.) *The Black PhD Experience: Stories of Strength, Courage and Wisdom in UK Academia*. Bristol: Policy Press.
- Pennant, A.-L. (2023) 'Rebuking the "work twice as hard for half as much" mentality among Black girls and women,' in Lessard-Phillips, L. et al. (eds.) *Migration, displacement and diversity: The IRiS anthology*. Oxford Publishing Services. Available at: https://www.aprillouisepennant.com/files/ugd/0dd4a3_ddd9c3ce900640be8ff7e7b51082f9b2.pdf
- Pennant, A.-L. (2022) 'Who's checkin' for Black girls and women in the "pandemic within a pandemic?": COVID-19, Black Lives Matter and educational implications', *Educational Review*. Available at: https://www.aprillouisepennant.com/files/ugd/0dd4a3_11ea412d407041488f37f62dcdececad.pdf
- Pennant, A.-L. and Hannagan-Lewis, I. (2021) *Running against the wind: Report on Black Lives Matter & staff experiences of race, gender & intersectionality in the Welsh Government*. Available at: https://www.aprillouisepennant.com/files/ugd/0dd4a3_61a55539709b4117bc7a03c0e906c87f.pdf
- Pennant, A.-L. (2020) 'Intersectional identities within Black British women's educational experiences and journeys,' in Peters, M. et al. (eds.) *Encyclopedia of Teacher Education*. USA: Springer. doi: https://doi.org/10.1007/978-981-13-1179-6_373-1
- Pennant, A.-L. (2021) 'My journey into the "heart of whiteness" whilst remaining my authentic (Black) self,' *Educational Philosophy and Theory*, Special Issue: Exploring the Unequal Space: Race, Social Mobility and Education. Taylor and Francis. doi: <https://doi.org/10.1080/00131857.2020.1769602>
- Pennant, A.-L. and Sigona, N. (2018) 'Black history is still largely ignored, 70 years after Empire Windrush reached Britain,' *The Conversation*, [online]. Available at: <https://theconversation.com/black-history-is-still-largely-ignored-70-years-after-empire-windrush-reached-britain-98431>
- Pennant, A.-L. (2022) Review of *Immigrants & Minorities: Historical Studies in Ethnicity, Migration and Diaspora*, by Helen Kopina. *Immigrants and Minorities*.

In Preparation

- Pennant, A.-L. and Handford, M. 'The discursive construction of Black British women graduates' in-groups and out-groups: A corpus-informed intersectional analysis.'

SELECTED CONFERENCE PAPERS AND PRESENTATIONS:

- Pennant, A.-L. (2023) **Exploring Histories of Labour: Inclusive Heritage and Collaboration**. Presented at the Being Human Festival, Amgueddfa Cymru | Museum Wales.
- Pennant, A.-L. (2023) **Centring the Source of the Stream & Strengthening Global Connections in the Heritage Sector**. Presented at the International Trusts Organisation (INTO) Global Connections Workshop, Bath Assembly Rooms.
- Pennant, A.-L. (2023) **Black Atlantic**. BBC Arts & Ideas. Listen here: [BBC Radio 4 - Free Thinking, Black Atlantic](#).
- Pennant, A.-L. (2022) **Centring the Enslaved Africans Who Built Penrhyn Castle: Curating with Care, Diverse Histories and Visitors in Mind**. Presented at the National Trust Curating Our Cultural Heritage 2023 & Beyond Conference, MShed.
- Pennant, A.-L. (2022) **How to Be a Transformer in Educational Spaces and Places**. Webinar delivered for the Student Success (EDI) Inspirational Speaker Series, University of Kent, March 2022.
- Pennant, A.-L. (2021) **Promoting an Anti-Racist Wales: Lessons from Running Against the Wind**. Webinar delivered for Race Council Cymru/Black Lives Matter Wales Collective, October 2021.
- Pennant, A.-L. (2021) **Black Bodies in White Educational Spaces**. Webinar delivered for the Conversations in Education Research Seminar Series, University of Bristol, March 2021.
- Pennant, A.-L. (2021) **#NavigatingInSilence: Black British Women in Education and the Workplace**. Webinar delivered for the Centre on the Dynamics of Ethnicity (CODE), University of Manchester, March 2021.

OTHER ACTIVITIES AND RESPONSIBILITIES:

VISITING FELLOW

The African Caribbean Institute of Jamaica/ Jamaica Memory Bank (ACIJ/JMB)

May 2024

HONORARY RESEARCH ASSOCIATE:

School of History, Law and Social Sciences, Bangor University

May 2023- present

RESEARCH ETHICS COMMITTEE MEMBER:

School of Social Sciences, Cardiff University

Sep 2022- Dec 2023

Responsible for ensuring ethical research practice within the school.

COLONIAL CONNECTIONS: COMMUNITY OF PRACTICE MEMBER:

GW4 (Bristol, Bath, Cardiff and Exeter universities) and the National Trust partnership **Dec 2021- Feb 2024**

The aim of the programme is to establish an expert Community of Practice (CoP) across the GW4 universities (Bath, Bristol, Cardiff, Exeter) and the National Trust that will advance future understanding of a collection or property through academic collaboration and shared exploration with National Trust curators and managers. Small scale funding will be provided to support pilot projects or development work that enables future funding bids and projects leading to longer-term collaboration and partnership.

MANAGEMENT COMMITTEE MEMBER:

Black History Cymru 365, Race Council Cymru

May 2021- present

Black History Cymru 365 (BHC365) delivers informative, educational and celebratory programme of events acknowledging the contributions made by the people of African and African-Caribbean descent to local, national and world history and culture all year round.

RESEARCH ASSOCIATE:

Chair for the Critical Studies in Higher Education Transformation, Nelson Mandela University, South Africa

Sep 2020- present

CO-HEAD OF MEMBERSHIP:

Women's Higher Education Network (WHEN)

Jul 2020- Dec 2020

- Taking a lead on the membership experience and growth through establishing institutional partnerships and increasing membership from underrepresented groups
- Having a customer service focused mindset- being warm, approachable and service oriented
- Having a strategic view- being able to see the bigger picture, bringing strategic ideas to life and securing sponsorship
- Having a hands-on operating approach- willing to roll my sleeves up, get involved in database updating, document production etc.

FUNDING

- National Trust Research Seed Funding: Making Labour Visible - Repositioning Colonial Plantation Paintings in the care of the National Trust- **£8,000**
- Leverhulme Trust Early Career Fellowship (Cardiff University)
- ESRC Postdoctoral Fellowship (Cardiff University)
- Recipient of the Westmere Scholarship for the College of Social Sciences (University of Birmingham)
- Recipient of the Economic and Social Research Council (ESRC) 1+3 studentship (University of Birmingham)
- Recipient of the Santander International Mobility Scholarship (University of Kent)

AWARDS

- Winner of the Valuing Diversity Award 2021 (Welsh Government)
- Winner of the 'WeAreTheCity, The Times and The Sunday Times Rising Stars' Award in the Education and Academia Category 2019 (University of Birmingham)
- Winner of the Student of the Year Award 2015 (University of Kent)
- Winner of Outstanding International/Multicultural Initiative of the Year (University of Kent)

References will be supplied upon request