

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES
24 AUGUST 2020

REPORT OF THE CHIEF EXECUTIVE

UPDATE ON EQUALITIES WORK WITHIN SCHOOLS

1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet Committee Equalities on the Equalities work within schools within Bridgend County Borough, to include incidents of bullying, racial incidents, partnership working, the impact of the community cohesion officer role and working with the police.

2. Connection to Corporate Well-being Objectives / Other Corporate Priorities

- 2.1 The Bridgend Community Cohesion and Equality Forum links to following corporate priorities:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 On 18 March 2019 all schools were sent guidance on reporting racist incidents within schools.
- 3.2 Guidance included notifying the local authority of racist incidents as well as notification to the police where incidents were recorded as a hate crime.
- 3.3 Schools were provided with an updated Racist Incident Report Form (Appendix one).
- 3.4 This report outlines the incidents reported during academic years 2018-2019 and 2019-2020, the work carried out in schools by the inclusion team and the collaborative work with the police during this period.

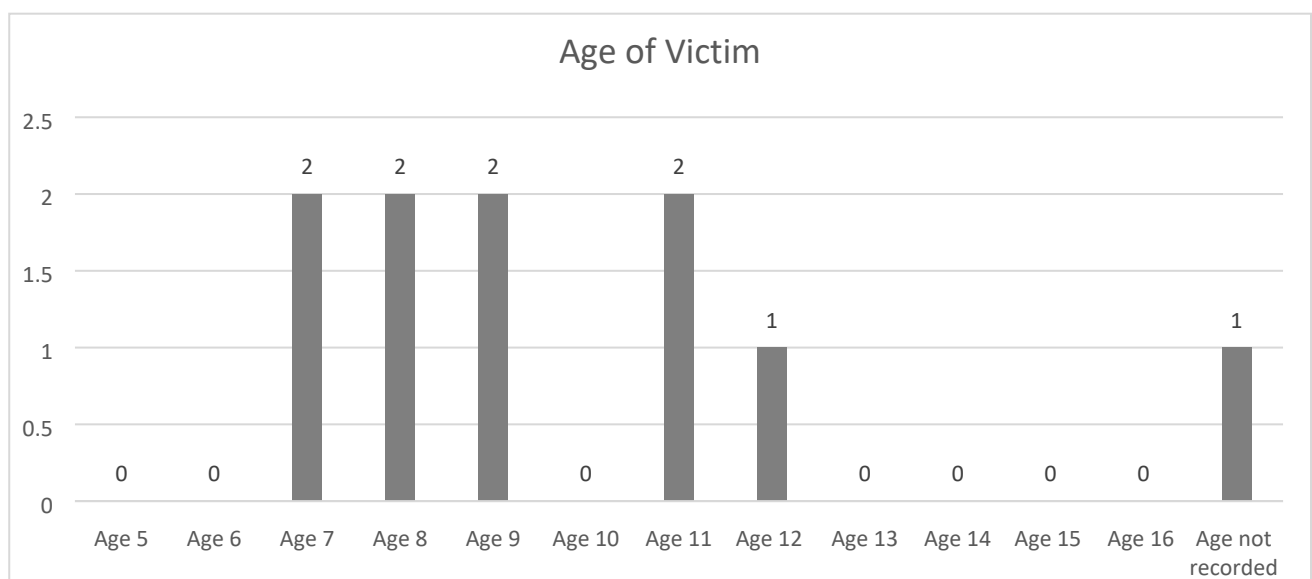
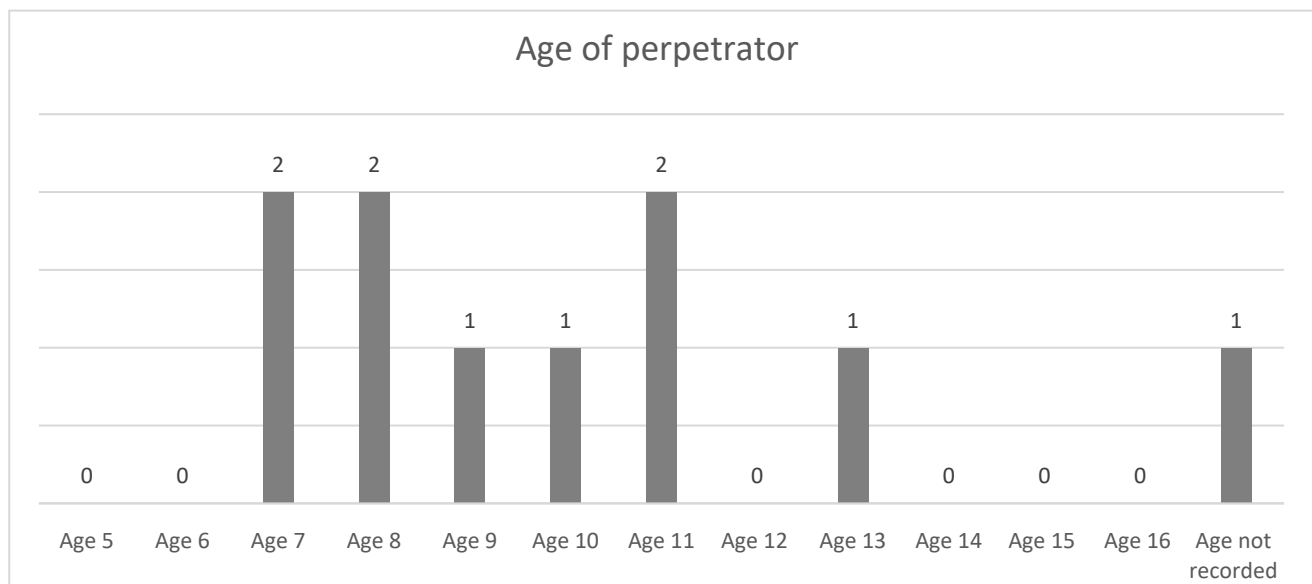
4. Current situation

4.1 In the academic year **2018-2019** there were ten racist incidents reported by schools across the county borough. Incidents were reported from the following schools:

- Bryncethin Primary (1)
- Porthcawl Comprehensive (1)
- Brynmenyn Primary (4)
- Betws Primary (2)
- Nantymoel Primary (1)
- Bryntirion Comprehensive (1)

4.1.1 Incidents are recorded by incident type (where more than one incident type could be recorded). Incidents were recorded as verbal abuse or insults (9) and racist comments in the course of a discussion (2).

4.1.2 Incidents have been recorded by age of perpetrator and age of victim:



4.1.3 In seven of the incidents the perpetrator was recorded as White British, for the other three incidents the ethnicity of the perpetrator was not recorded.

4.1.4 Ethnicity of the victims were recorded as:

- White and black Caribbean (2)
- White and black African (2)
- White British (2)
- Chinese (1)
- Polish (1)
- Not recorded (2)

4.1.5 Nine of the perpetrators were recorded as male and one female.

4.1.6 Five victims were recorded as male, four female and one was not recorded.

4.1.7 Incidents resulted in a range of interventions taking place including verbal reprimand (7), lunch or break detention (3) letter home (1), fixed period exclusion (2), phone call home (4), meeting with parents (8) and support plan (1).

4.2 In the academic year **2018-2019** following feedback gained from Early Help staff through annual supervisions and formal feedback from head teachers, the Youth Development Service, through funding from the Corporate Management Board, sought to commission an external partner to deliver sessions to give pastoral, anti-bullying and curriculum leads in schools the knowledge, tools and confidence to train colleagues on tackling homophobic, biphobic and transphobic bullying.

4.2.1 Through a procurement process, Stonewall Cymru were identified as the preferred partner and were commissioned to deliver a Train the Trainer programme over three separate dates.

4.2.2 The Train the Trainer programme was Continuing Professional Development (CPD) accredited, and all participants received a certificate upon successful completion. Adopting this approach ensured members of school and early help staff were able to cascade training to other staff, ensuring a greater level of sustainability and value for money.

4.2.3 Across the three workshops 65 people attended. The breakdown was as follows:

Schools	Attended	Not Attended	Opted Out
Secondary	Bryntirion (1), Archbishop (1), Cynffig (1), Maesteg (1), Pencoed (2), Porthcawl (3), Y Dderwen (1), The Bridge (2), YBC (2)	Brynteg, Heronsbridge	YGG Llangynwyd

Primary	Litchard, Pen-y-Bont, Tremains, Maes Yr Haul, Trelales, Bryntirion, St Roberts Catholic, Afon-y-Felin, Cefn Cribwr, Corneli, Mynydd Cynffig, Pil, Garth, Nantyffyllon, Coety, Coychurch, Pencoed, West Park, YGG Calon Y Cymoedd, YGG Cynwyd Sant, Betws, Blaengarw, Bryncethin, Brynmenyn, Ffaldau (2), Tynyrheol	Llangewydd, Cen Glas, Bryntirion Infants, Archdeacon John Lewis, St Mary's & St Patrick's Catholic, St Mary's Catholic, Caerau, Cwmfelin, Llangynwyd, Plasnewydd, Croesty, Newton, Nottage, Porthcawl, Bro Ogwr, Ysgol y Ferch O'r Sger, Abercerdin, Ogmores Vale, Pen-y-Fai, Tondy, Tynyrheol	Brackla, Oldcastle, Nantymoel
Early Help	Vulnerable Groups (6), Youth Development (5), Locality Hubs (10), Just @sk Plus (1), Youth Offending Service (1)		
Third Sector	Menter Bro Ogwr, STEER		

4.2.4 A schools LGBTQ network has been established to support school staff and pupils. Members of the network, along with members from the Youth Council joined the Equalities Team and Proud Councils in the PRIDE Cymru march in August 2019.

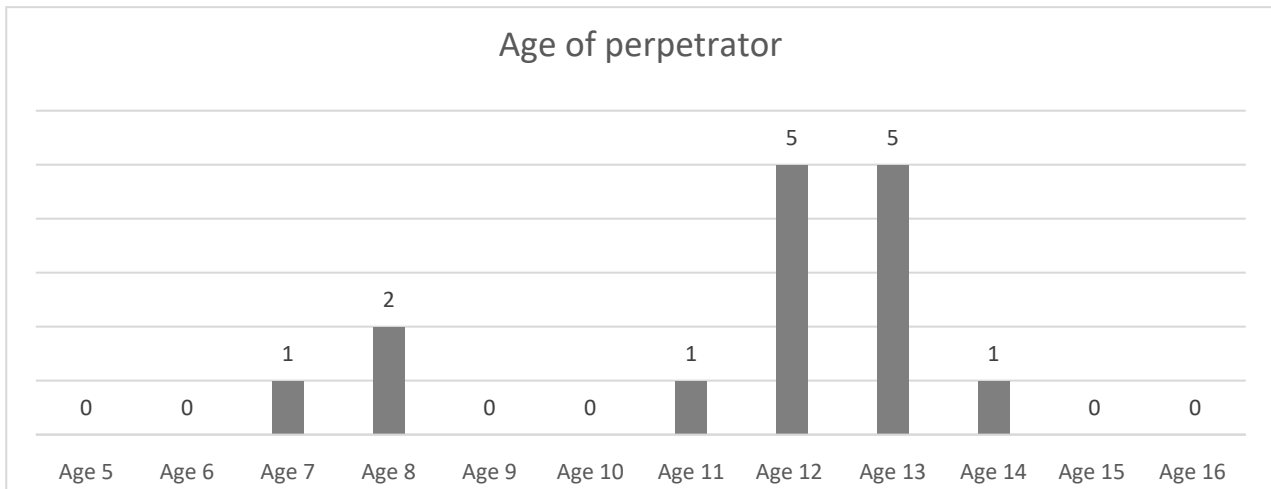
4.3 In the academic year **2019-2020**, so far there have been there have been 12 racist incidents reported by schools across the county borough. Incidents have been reported from the following schools:

- Porthcawl Comprehensive (3)
- Bryntirion Comprehensive (2)
- Archbishop McGrath Catholic High School (1)
- Coleg Cymunedol Y Dderwen (2)
- Oldcastle Primary school (1)
- Ysgol Bryn Castell (1)
- West Park Primary school (1)
- Brackla Primary school (1)

4.3.1 Incidents are recorded by incident type (where more than one incident type could be recorded). Incidents were recorded as verbal abuse or insults (11), racist comments in the course of a discussion (3), written derogatory comments text or email (1) and refused to co-operate with others because of religion, ethnicity or language (1).

4.3.2 Incidents have been recorded by age of perpetrator and age of victim.

In two of the incidents there were multiple perpetrators. One incident had two perpetrators and one incident had four perpetrators.



4.3.3 In all of the incidents except one the perpetrators were recorded as White British. For one incident the perpetrator ethnicity was recorded as unknown.

4.3.4 Ethnicity of the victims were recorded as:

- White and black Caribbean (2)
- White and black African (2)
- White and Chinese (1)
- White and Asian (1)
- British/Sri Lankan (1)
- Romanian (1)
- Nigerian (2)
- Black (1)
- White British (1)

- Not recorded (1)

4.3.5 14 of the perpetrators were recorded as male, one female and one unknown.

4.3.6 Seven victims were recorded as male, five female, in once incident there was no direct victim recorded and one victim was recorded as unknown.

4.3.7 Incidents resulted in arrange of interventions taking place including verbal reprimand (7), lunch or break detention (2) letter home (4), fixed period exclusion (3), phone call home (5), meeting with parents (6), removal from lesson (8) and support plan (2).

4.4 In **Autumn 2019** Welsh Government announced a number of grant funded streams to deal with Hate Crime. Amongst these was a project for work specifically in 100 schools, and its aim was to deliver critical thinking skills and raise awareness of all aspects of Hate Crime in schools, with a focus on Key Stage 3. The aim is to begin this work in the academic year 2019-2020. The other funding streams were available for victim support to increase capacity of the national reporting of hate crime incidents and a series of one off grants available to organisations working with the BAME community and minority ethnic faith communities to tackle hate crime and provide reassurance post Brexit and EU withdrawal. These grants were not available to local authorities.

4.4.1 Due to the national scope of the proposals, the Welsh Local Government Association (WLGA) were deemed to be best placed to act as a lead on the delivery of this project as local authorities are far more aware of the local and regional needs and requirement of its schools.

4.4.2 Following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of analysis on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison officers.

4.4.3 The five schools identified were:

- Brynteg School
- Bryntirion Comprehensive School
- Coleg Cymunedol Y Dderwen
- Maesteg School
- Pencoed Comprehensive School

4.4.4 In January 2020, WLGA commissioned Show Racism the Red Card (SRtRC) as their preferred partner to deliver the project to identified schools across Wales.

4.4.5 The aim of the project is to deliver a series of workshops to support children and young people to develop critical thinking skills which will enable them to question hateful narratives, assist them in recognising 'fake news', consider the causes of hate crime, and dissuade them from becoming perpetrators of hate crime in future.

4.4.6 The project will also aim to equip school staff (including teachers and key support staff, such as receptionists or break time supervisors) with the skills to challenge hate

crime and support victims when it occurs in school through separate train the trainer style workshops.

- 4.4.7 SRtRC have been tasked with contacting each of the identified schools directly to arrange the dates and times of workshops with the aim of completing delivery by July 2020.

5. Effect upon Policy Framework & Procedure Rules

- 5.1 The report has no direct effect upon the policy framework or procedure rules but it enables us to effectively implement the council's statutory duties in relation to equalities and human rights.

6. Equality Impact Assessment

- 6.1 The report provides the committee with information that positively assists in the delivery of the authority's equality duties.

7. Financial Implications

- 7.1 There are no financial implications associated with this report. The hate crime project is being coordinated by the WLGA and delivered by SRtRC using grant funding from Welsh Government.

8. Well-being of Future Generations (Wales) Act 2015 Assessment

- 8.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

9. Recommendation

- 9.1 That the Cabinet Committee Equalities receives and considers this report.

Mark Shephard

Chief Executive

Date: 24 August 2020

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Background papers: