

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES
25 JULY 2022

REPORT OF THE CHIEF EXECUTIVE

UPDATE ON EQUALITIES WORK WITHIN SCHOOLS

1. Purpose of report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities (CCE) with information on racial and/or discriminative incidents within schools, as monitored using the Racist Incident Report Form, along with initiatives to combat racism within schools.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

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.
- 3.4 In Autumn 2019, Welsh Government announced several grant funded streams to deal with hate crime. Amongst these was a project to work specifically in 100 schools across Wales. Its aim is to deliver critical thinking skills and raise awareness of all aspects of hate crime in schools, with a focus on pupils at Key Stage 3. 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.

- 3.5 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 data on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison police officers.
- 3.6 The five schools initially identified were:
- Brynteg School
 - Bryntirion Comprehensive School
 - Coleg Cymunedol Y Dderwen
 - Maesteg School
 - Pencoed Comprehensive School
- 3.7 In January 2020, WLGA commissioned Show Racism the Red Card (SRtRC) as their preferred partner to deliver the project to identified schools across Wales. 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.
- 3.8 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 facilitated by SAPERE, the national charity supporting Philosophy for Children (P4C).
- 3.9 This report outlines the racist/discrimination incidents reported for the whole 2020-21 academic year, as well as an update on the Welsh Government project in relation to hate crime being delivered in selected secondary schools across Wales.

4. Current situation/proposal

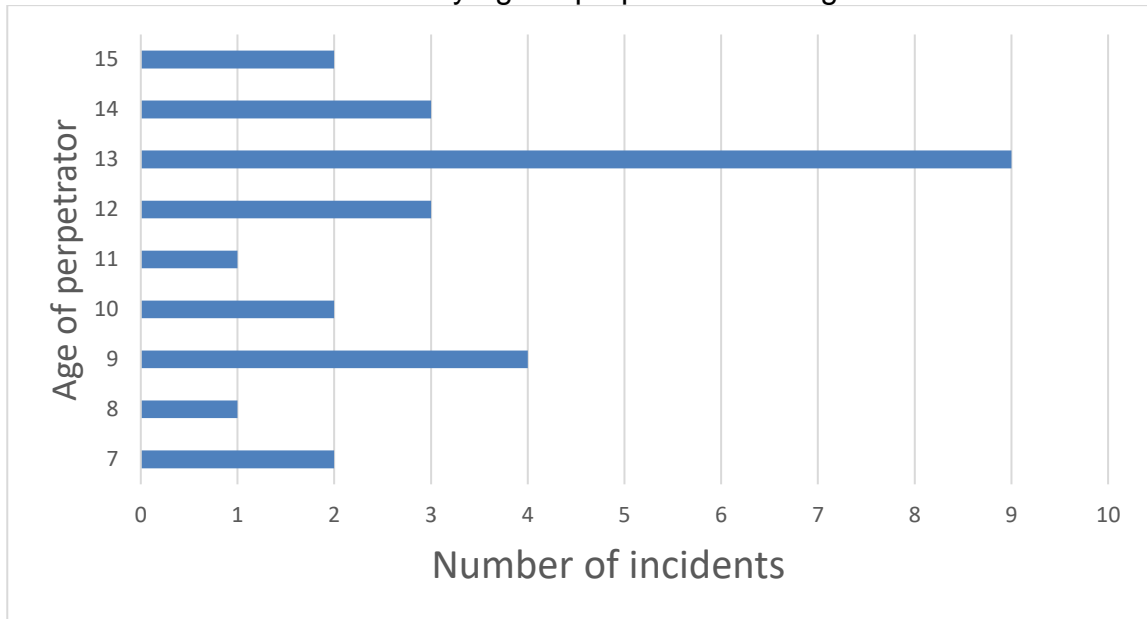
- 4.1 In the academic year **2020-21** there have been twenty-five racist incidents reported by schools across the county borough. Incidents were reported by the following twelve schools:
- Archbishop McGrath Catholic High School
 - Bryncethin Primary School
 - Brynmenyn Primary School
 - Bryntirion Comprehensive School
 - Coleg Cymunedol Y Dderwen
 - Litchard Primary School
 - Llangewydd Junior School
 - Ogmere Vale Primary School
 - Porthcawl Comprehensive School
 - West Park Primary School
 - Ysgol Bryn Castell

- Ysgol Cynwyd Sant

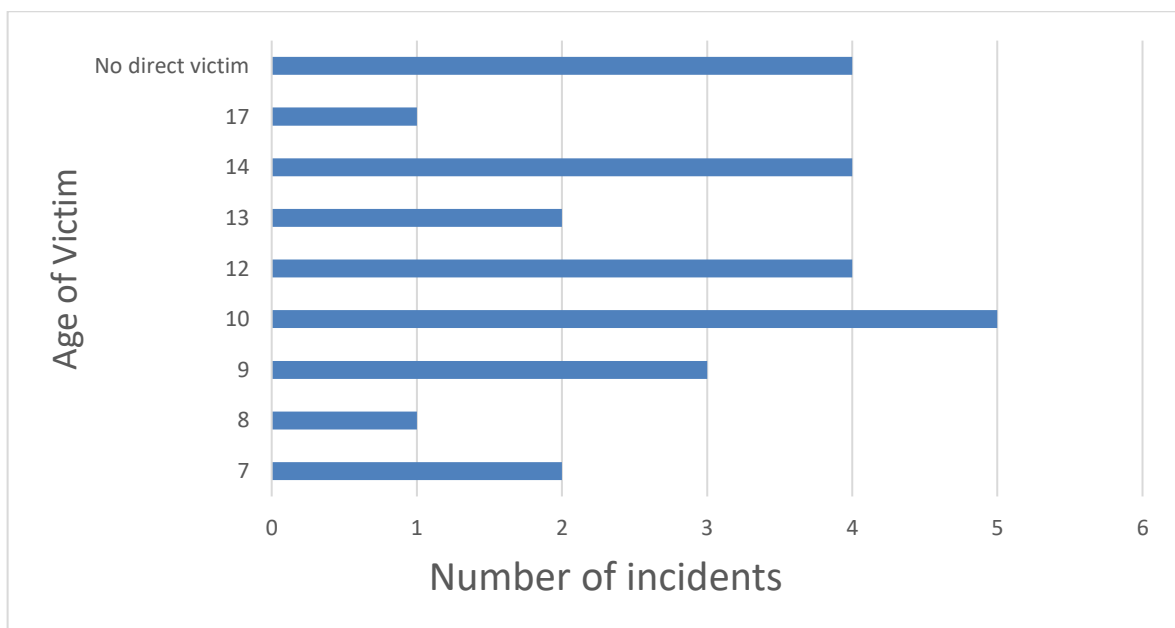
4.1.1 Incidents are recorded by incident type. Incidents were recorded as:

- verbal abuse or insults (18)
- racist comments in the course of a discussion (4)
- social media posts (2)
- refusal to cooperate with others because of religion, ethnicity, or language (1)

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



In two separate incidents, there were more than one perpetrator, where three thirteen year old's were involved in a single incident on a school bus and a further incident involving two fifteen year old's via social media. On one occasion, there was no identified perpetrator.



On four occasions, there were no identified victims.

4.1.3 Twenty four perpetrators were recorded as White British, three perpetrators were recorded as White and black African. On one occasion, there was no identified perpetrator.

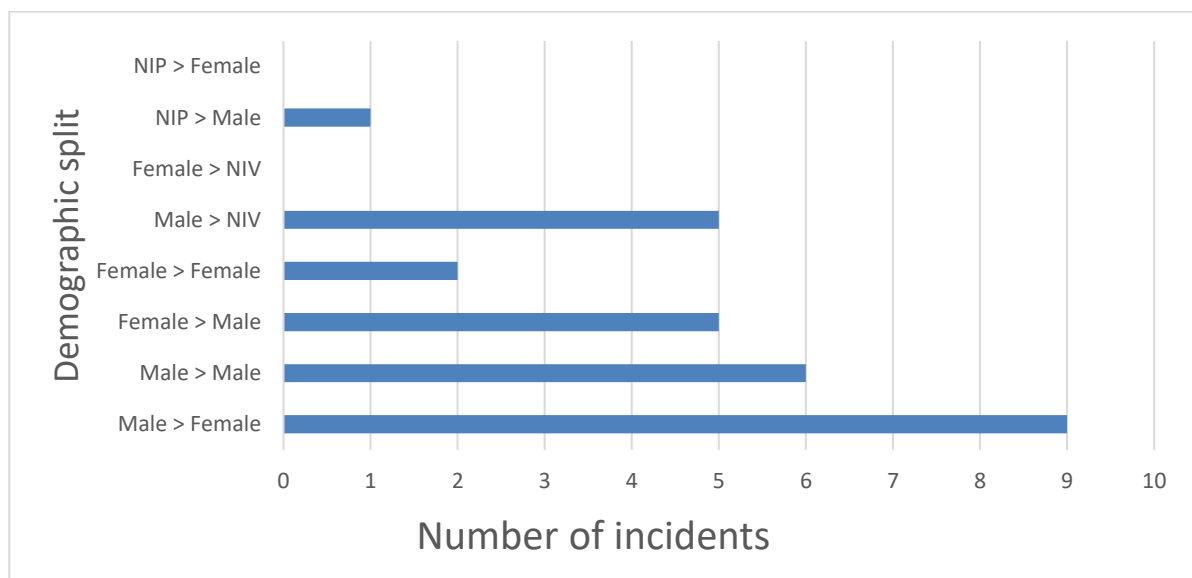
4.1.4 Ethnicity of the victims were recorded as:

- White and black African (5)
- Asian (4)
- Black (4)
- Other black African (2)
- White (2)
- White and black Caribbean (2)
- Chinese (1)
- Polish (1)

4.1.5 Twenty of the perpetrators were recorded as male, seven recorded as female and one non-identified perpetrator. The perpetrator to victim count identified the following:

- 9 male perpetrators to female victims
- 6 male perpetrators to male victims
- 5 female perpetrators to male victims
- 2 female perpetrators to female victims
- 5 male perpetrators to no identified victims (NIV)
- 1 non-identified perpetrator (NIP) to male victim

Of the above count, one incident included two male and one female perpetrators to one female victim and another incident included two male perpetrators to no identified victims (NIV).



4.1.6 Of the twenty-five incidents recorded, a range of interventions took place, some of which had multiple interventions per incident. These included:

- Parents being contact in the form of either letter, phone call or face to face meeting (21)
- Verbal reprimand (14)
- Detention (7)
- Fixed-term exclusion (5)
- Internal referral/internal exclusion (6)
- Wellbeing support/Restorative exercise (2)

On three occasions, referrals were made to local Police Community Support Officers for additional support.

4.2 Due to the onset of the COVID-19 pandemic, delivery of the Hate Crime project within schools was postponed.

4.2.1 In April 2021, after discussions between representatives between Welsh Government and the WLGA, a new funding arrangement was agreed to fund the remainder of the project during the financial year 2021-2022. The agreement included an additional funding allocation which increased the scope and capacity of the project to include an additional 2 schools in each local authority.

4.2.2 Using the information highlighted in 3.5 and data in 4.1 of this report, the additional schools were identified as:

- Porthcawl Comprehensive School
- Ysgol Gyfun Gymraeg Llangynwyd

4.2.3 To date, 4 schools have received sessions from SRtRC via face-to-face delivery or webinars. Of the other schools identified, they have been in contact with SRtRC and are in the process of agreeing their preferred delivery arrangements.

4.2.4 Participant numbers and year groups that were targeted are detailed below:

School	Number of pupils participated	Year Groups
Bryntirion Comprehensive School	100	8 & 9
Coleg Cymunedol Y Dderwen	250	7
Maesteg School	571	7, 8 & 9
Pencoed Comprehensive School	140	7
Brynteg School	Delivery yet to be agreed.	
Porthcawl Comprehensive School		
Ysgol Gyfun Gymraeg Llangynwyd		

In August 2021, an agreement from WLGA was made to alter the delivery model and offer the teacher training to all schools within Bridgend. This broadened the scope of the project to reach a potential 21 schools, as opposed to 3 teachers from each of the above schools attending as initially intended.

4.2.5 This approach will look to provide a more sustainable approach to dealing with the issues of hate crime in our schools, and address key recommendations set out in the recently published report by Victim Support.

5. Effect upon policy framework and 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 Act 2010 implications

6.1 The report provides the committee with information that positively assists in the delivery of the authority's equality duties. This is an information report; therefore an Equality impact assessment is not required.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

Long-term - The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

Prevention - The ongoing work in schools aims to identify issues that are relevant in our community and set objectives to prevent problems from occurring.

Integration - The equalities work within schools aims to support all the well-being objectives and ensures integration for all people with protected characteristics.

Collaboration - The monitoring work is done in collaboration with all schools across the county borough and relevant council services.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

8. Financial implications

8.1 There are no financial implications associated with this report.

9. Recommendation

9.1 It is recommended that the Cabinet Committee Equalities receives and considers this report.

Mark Shephard

**Chief Executive
July 2022**

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Background papers: None