

Education, Schools and Equalities Report 2015

**WORKING TOGETHER
FOR THE GOOD OF ALL**





EDUCATION FOR LIFE SCRUTINY COMMITTEE - 13TH JANUARY 2015

SUBJECT: DISCRIMINATORY INCIDENTS IN SCHOOLS REPORT 2014

REPORT BY: ACTING DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

1.1 To update Members on the monitoring and reporting of discriminatory incidents in schools.

2. SUMMARY

2.1 This report is an update to Education for Life Scrutiny of the report presented in January 2014 and covers the full range of work undertaken by CCBC and partner organisations on Equalities issues, both within the Directorate of Education and in schools and governing bodies, with particular focus on discriminatory bullying.

3. LINKS TO STRATEGY

3.1 Equalities, hate crime and cohesion matters are crosscutting themes in Caerphilly Delivers - the LSB Single Integrated Plan. This report also directly links to the Learning and Safer Caerphilly themes of that plan.

3.2 Tackling discriminatory bullying is part of the work under the Council's Strategic Equality Plan 2012, specifically Strategic Equality Objective 1 - Tackling Identity Based Hate Crime, as well as wider national hate crime and anti-bullying strategies from the Welsh Government.

3.3 Work around discriminatory school bullying links to the Directorate of Education's Bullying Prevention Strategy 2012 and on a national level, to the Welsh Government's 'Respecting Others 2011' guidance and the 'School Effectiveness Framework: Building effective learning communities together' (2008).

4. THE REPORT

4.1 Members may recall that since the Spring Term in the 2011-2012 academic year, termly reporting of discriminatory bullying incidents to the Directorate of Education has been a mandatory requirement, as part of wider bullying and equalities monitoring.

4.2 During the period since the first term's reporting, all schools now submit a termly form, with the majority noting a Nil Return. The summary of the incidents that have been reported to date is shown as Appendix 1 for information.

- 4.3 The positive work being undertaken by this Council is receiving publicity across the country, with a short article in Fyne Times reflecting the last few years' work. Fyne Times is a national publication covering LGBT issues but its most recent edition was specifically around homophobic bullying in Education. The article on Caerphilly's work is attached as Appendix 3 for information.
- 4.4 One area of concern that needs to be raised however is that discriminatory monitoring forms are not the only source of data available to the Directorate of Education, as hate incidents and hate crimes are also recorded by Gwent Police for example.
- 4.5 The final row on the table in Appendix A shows the number of times Gwent Police have been called to schools in the county borough, due to the severity of the discriminatory incident, yet the schools concerned in those cases have submitted a Nil Return to the Directorate of Education for that term.
- 4.6 There have also been Freedom of Information requests made to schools on these issues, the results of which have been advertised in the media, that again show more incidents recorded by schools in this period than have been reported to the Directorate of Education.
- 4.7 Lastly, under the Council's Bullying Prevention Strategy (May 2012), there is a requirement to complete the Bullying Incident Recording Sheet to record individual critical incidents of bullying and forward them to the local authority within 24 hours. There are currently none on record that note any police involvement with schools. Appendix 2 shows the reporting flowchart to be followed.
- 4.8 School bullying in all its forms has a deeply negative effect on the pupils who are its victims, but discriminatory bullying can add an even more personal and hurtful element to the bullying that goes on. But where discriminatory bullying incidents are not properly recorded, the true nature of that bullying can get overlooked, and any support offered may never tackle the root cause.
- 4.9 The Directorate of Education, working with the council's Equalities and Welsh Language Team and the Regional Community Cohesion Officer, have provided schools with support and training around these issues. In October 2014, all schools in the county borough were sent a letter covering these issues to remind them of the importance of proper recording and monitoring of these incidents.
- 4.10 During the academic year 2013-2014, 16 primary schools, 8 comprehensive schools and 22 youth clubs were provided with Show Racism the Red Card training. Show Racism the Red Card is an anti-racism charity which aims to raise awareness amongst young people about racism in society. They make use of the powerful position of professional footballers and other sports stars as role models to deliver an anti-racism message.
- 4.11 **2629** pupils in total received this training across the county borough, and it would be heartening to believe that the drop in racist incidents reported for the Summer Term 2014, after a large increase, was as a result of this. Appendix 4 shows the schools and youth clubs that received this training. Further sessions will be arranged if funding allows.
- 4.12 The full evaluation report provided by Show Racism the Red Card can be found online at www.caerphilly.gov.uk/equalities in the Equalities in Schools section, which is specifically devoted to providing schools with equalities related information and support.
- 4.13 Another charity that the Council worked with during this year for the first time was the Sophie Lancaster Foundation. It was established and became a registered charity in 2009 with the aim of providing workshops that would challenge the prejudice and intolerance towards people from alternative subcultures. It was set up by Sylvia Lancaster, a youth worker herself, and was named after her daughter who was attacked and murdered due to her appearance and mode of dress.

- 4.14 A session was arranged for members of staff from the Youth Service, with a view of up skilling existing staff with the knowledge to be able to deliver further sessions within youth clubs and schools across the county borough. 12 people attended the session, 10 were staff members and 2 from Barnardo's Cymru – Young Carers Project. Their feedback was unanimously positive and they are actively using the resources at sessions being held within the county borough with young people.
- 4.15 The council's Equalities and Welsh Language Team also worked with the Directorate of Education in 3 schools (including their governing bodies) to provide dedicated Equalities awareness sessions in response to situations that have arisen within their establishments.
- 4.16 Also during the academic year, Gwent Police through the 5 School Community Police Officers within Caerphilly CBC, have delivered a very high number of lessons on respect, bullying and diversity issues:-
- 86 Right or Wrong Lessons
 - 88 Sticks and Stones Lessons at Primary Level
 - 84 Save Me lessons at Secondary Level.

Support materials for all these lessons for both teachers and pupils can be found on www.schoolbeat.org.

- 4.17 The numbers of incidents being recorded each term varies as a number of factors can influence the results, however it should be noted that *increasing* the number of reported incidents is a target in the Strategic Equality Plan 2012 to reflect better monitoring and identification of the incidents, and so when higher figures are recorded it does not necessarily mean that the situation is worsening.
- 4.18 Data collection and publishing of reports is always done using anonymised totals, with only examples of good practice by individual schools, or those that have had bespoke training being specifically named at any time.
- 4.19 Data is collected and reported in various ways to help identify trends, to target support and show that the Council and schools are complying with legal duties around these issues.
- 4.20 Discriminatory bullying is a matter of concern for every local authority, however this report demonstrates that Caerphilly county borough council and its partners are actively monitoring the situation and tackling the issues by working with partners to make positive progress each year.

5. EQUALITIES IMPLICATIONS

- 5.1 The report itself is an Equality Assessment of the way in which the Directorate of Education and Lifelong Learning works with the Equalities and Welsh Language Team to create a safe and tolerant learning environment for the nearly 28,000 pupils in the county borough.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no direct financial implications to this report as the information covers work already undertaken. Any training costs were met from existing budgets at the time.

7. PERSONNEL IMPLICATIONS

- 7.1 There are no personnel implications to this information report, beyond the provision of relevant training as part of the continuous professional development of both council and school based staff.

8. CONSULTATION

- 8.1 The report was circulated for comments between 20th November and 11th December 2014. The full list of consultees is listed below and all views received during the consultation period have been considered in the final report presented here.

9. RECOMMENDATIONS

- 9.1 That members note the content of this report, the range of work being undertaken and the positive progress being made in tackling incidents of discrimination in schools.

10. REASONS FOR RECOMMENDATIONS

- 10.1 In order to comply with the Council's statutory duties in terms of both school bullying issues and Equalities and Welsh Language duties, the range of work being reported on demonstrates that Caerphilly County Borough Council can evidence best practice in many areas and also evidence progress for each academic year since 2011-2012.

11. STATUTORY POWER

- 11.1 Children Act 1989, Education and Inspections Act 2006, Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

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11th December 2014

Consultees - Sandra Aspinall, Acting Deputy Chief Executive
Cllr Rhiannon Passmore, Cabinet Member for Education
Cllr Barbara Jones, Deputy Leader and Cabinet Member for Corporate Services
Cllr James Pritchard, Elected Member Equalities Champion
Colin Jones, Head of Performance and Property
Jackie Dix, Policy Unit Manager
John Elliot, Research Officer
Keri Cole, Manager, Learning, Education and Inclusion
Jackie Garland, Service Manager - Social Inclusion
Sarah Ellis, Principal Education Psychologist
Kathryn Peters, Community Safety Manager
Inspector Kevin Childs, Gwent Police
Lyndon Samuel, Gwent Police Schools Liaison Coordinator
Christopher Hunt, Regional Community Cohesion Coordinator (West Gwent)

Appendix 1 - Summary of Reported Incidents 2012-2014 (covering 7 school terms)
Appendix 2 - Bullying Prevention Strategy Reporting Flowchart
Appendix 3 - Fyne Times article on CCBC's work
Appendix 4 - Show Racism the Red Card Training - List of Locations

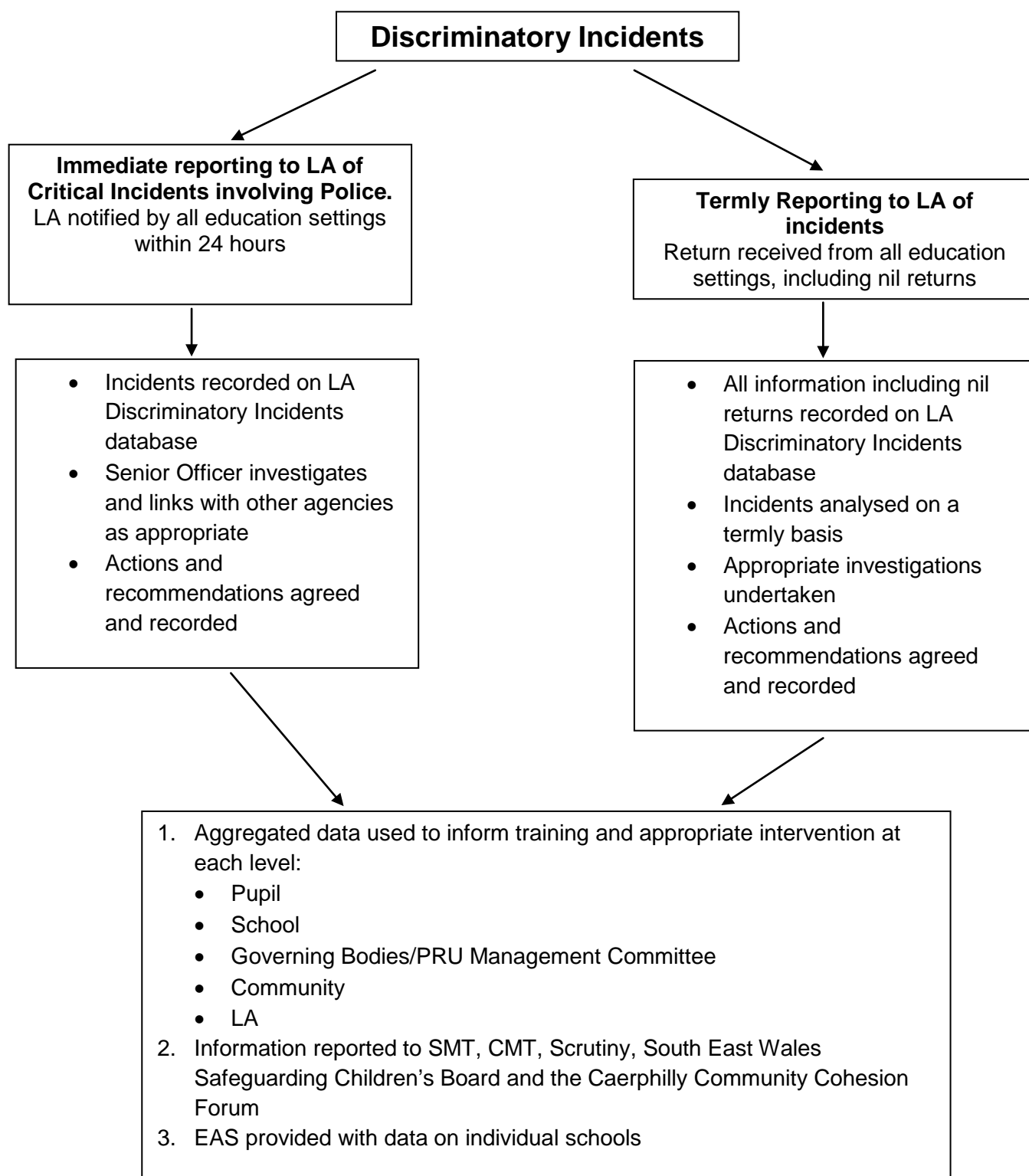
Background Papers - Bullying Prevention Strategy 2012
Strategic Equality Plan 2012
Guidance Documents
Show Racism the Red Card Evaluation Report
(These are available electronically for information on request or at -
www.caerphilly.gov.uk)

APPENDIX 1

SUMMARY OF DISCRIMINATORY INCIDENTS IN SCHOOLS - 2012-2014								
	Summer 2012	Autumn 2012	Spring 2013	Summer 2013	Autumn 2013	Spring 2014	Summer 2014	Totals
Type of Discrimination								
Cared For / Caring For	0	0	0	0	0	0	0	0
Cultural	2	2	1	2	4	1	4	16
Disability	0	0	0	0	1	2	0	3
Gender	5	0	0	0	3	5	1	14
Homophobic	7	2	1	2	3	5	1	21
Language	0	0	0	0	0	1	0	1
Nationality	3	0	0	1	1	0	2	7
Race	10	4	4	9	21	16	7	71
Religion or Belief	0	1	0	0	1	0	0	2
Type not specified	2	17	0	0	0	0	0	19
TOTALS	29	26	6	14	34	30	15	154
Number of schools submitting Nil Returns but with recorded Gwent Police involvement.	0	1	1	2	2	2	1	9

NB - Summer 2012 was the pilot term for the new discriminatory monitoring form introduced as a result of the increased monitoring and reporting requirements following the introduction of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

**BULLYING PREVENTION STRATEGY -
DISCRIMINATORY INCIDENT REPORTING FLOWCHART**



FYNE TIMES ARTICLE ON CAERPHILLY COUNTY BOROUGH COUNCIL'S DISCRIMINATORY BULLYING WORK

A greener place
Man gwyrdach



Tackling Homophobic Bullying in Schools - improve the information being held about it and you improve the opportunities to tackle it effectively.



Since 2012, Caerphilly county borough council has worked with schools to develop better monitoring and better support for pupils and teachers in dealing with homophobic bullying. The full report on what we had done around all forms of discriminatory bullying up until December 2013 can be found online.

School bullying in all its forms has a deeply negative effect on the pupils who are its victims, but discriminatory bullying

can add an even more personal and hurtful element to the bullying that goes on. But where homophobic, or other forms of discriminatory bullying, are not recorded as such with in the general school bullying figures, the true nature of that bullying can get overlooked, and any support offered may never tackle the root cause.

Developing discriminatory bullying monitoring to cover 10 areas of pupil identity has meant that the Council now has

recorded data on homophobic incidents in schools. Since the trial term in 2012, there is now two full academic years' worth of data to be able to identify patterns, trends and target support at any schools where there seems to be ongoing problems.

There are 97 education establishments that provide monitoring data and the summary of the reported homophobic data across the 7 school terms is shown in the table below.

Summer Term 2012 (pilot term)	Autumn Term 2012	Spring Term 2013	Summer Term 2013	Autumn Term 2013	Spring Term 2014	Summer Term 2014
7	2	1	2	3	5	1

Bullying of this kind is too big an issue for one school, or one governing body, or one council department to tackle alone, it's something that needs all the partners to work on together.

Since the last report, we have begun providing training sessions in schools using the

"Homophobia: Let's Tackle It" educational resource, delivered by Show Racism the Red Card. Update reports on discriminatory bullying are also presented to elected members through the Education for Life Scrutiny Committee, and to the Community Cohesion Forum

as part of the reporting on all hate crime and incidents in the county borough.

We are delighted that in Caerphilly county borough, though there's still so much more to do, we're taking the right steps to tackle homophobia in schools.

APPENDIX 4

SHOW RACISM THE RED CARD TRAINING - LIST OF LOCATIONS

Primary Schools		
Abercarn Primary	15.01.14	31
Cwmcarn Primary School	22.01.14	33
Derwendeg Primary School	27.03.14	30
Glyn Gaer Primary School	14.03.14	30
Graig-y-rhacca Primary School	20.03.14	14
Greenhill Primary School	24.01.14	25
Hengoed Primary School	07.02.14	25
Machen Primary School	31.01.14	29
Pantside Primary School	28.03.14	30
Twyn Primary School	10.01.14	120
Tŷ Sign Primary School	14.03.14	60
Tyn-y-wern Primary School	08.01.14	25
Ysgol Gymraeg Bro Allta	24.01.14	34
Ysgol Gymraeg Cwm Gwyddon	08.01.14	25
Ysgol Gynradd Gymraeg Caerffilli	21.03.14	40
Ysgol Penalltau	21.01.14	17
TOTAL PRIMARY PUPILS		568

Comprehensive Schools		
Bedwas High School	25.03.14	150
Lewis Girls' Comprehensive School	07.02.14	140
Lewis School Pengam	17.02.14	150
Newbridge School	21.03.14	150
Rhymney Comprehensive	25/26/27.09.13	427
St Cenydd School	13.03.14	150
St Martin's Comp. School	06.02.14	100
Ysgol Gyfun Cwm Rhymni	15 & 28.01.14	251
TOTAL COMPREHENSIVE PUPILS		1518

Youth Clubs		
Aberbargoed Youth Club	26.03.14	45
Abertysswg Youth Club	10.02.14	15
Bargoed and Gilfach Youth Club (Welsh)	04.02.14	35
Bargoed YMCA	19.03.14	45
Blackwood Basement	27.03.14	20
Blackwood Youth Club	20.01.14	28
Cefn Hengoed Youth Club	19.03.14	20
Charter Housing Group	12.03.14	20
Crosskeys Youth Club	01.04.14	20
Graig-y-rhacca Youth Club	03.03.14	20
Heolddu Youth Club	13.02.14	45
Innovate Project - Rhymney	17.03.14	45
Llanbradach Youth Club	06.03.14	20
New Tredegar Youth Club	10.03.14	45
Pantside Youth Club	06.02.14	10
Penllwyn Youth Club	17.03.14	10
Rhymney Youth Club	11.03.14	15
Risca Youth Club	24.03.14	20
St Cenydd Youth Club	20.03.14	20
Trinant Youth Club	30.01 and 04.02.14	29
Ynysddu Youth Club	25.03.14	10
Youth4U Editorial Group	13.03.14	6
TOTAL YOUNG PEOPLE		543