



# Northumberland County Council

## **CABINET**

**Date: 29<sup>th</sup> April 2019**

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### **Equalities Education**

Report of Executive Director of Adult Social Care & Children's Services, Cath McEvoy-Carr  
Cabinet Member: Wayne Daley

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### **Purpose of the report**

To explore the current offer of equalities education within Northumberland Schools.

### **Recommendations.**

Cabinet are recommended to:

1. To note the decision to not renew the Service level agreement with Show Racism the Red Card.
2. Support the alternative ways in which the funding will be used to help schools to tackle all forms of prejudice and discrimination, meet the new OFSTED inspection requirements from September 2019 and implement statutory Relationships Education from September 2020.

### **Link to Corporate Plan**

This report is relevant to the 'We want you to feel safe, healthy and cared for' and the 'We want you to love where you live' priorities included in the NCC Corporate Plan 2018-2021.

### **Key issues**

1. Northumberland County Council has funded Show Racism the Red Card workshops for up to 25 schools since 2010 through a service level agreement at an annual cost of just under £17,000.
2. Following a review of the service level agreement with Show Racism the Red Card, which included feedback from schools and academies, and after taking into account the obligation upon all schools and academies to tackle all forms of discriminatory and bullying behaviour, it was decided not to renew the service level agreement.

3. The new Ofsted Inspection Framework, to be introduced from September 2019, and the introduction of statutory Relationships Education in primary and secondary schools from September 2020, has placed an additional responsibility upon schools to work with a wide range of partners in order to challenge discriminatory behaviour.
4. Considerable criticism has been levelled at the council from a number of areas following the announcement of the decision not to renew the Show Racism the Red Card service level agreement with no exploration of the significant work that exists in Northumberland to tackle all forms of discrimination within schools.

## **Background**

1. Northumberland County Council has funded Show Racism the Red Card (SRtRC) workshops for schools since 2010. The cost to the Equalities and Schools Budget in 2018-19 was £16,800. The workshops were introduced at a time prior to the Equality Act 2010. The original Service Level Agreement (SLA) with SRtRC was to provide a football-related workshop and anti-racist education for 1500 pupils each financial year. As this figure could be reached by a small number of visits to large secondary schools, the terms of the SLA were amended in 2017 to ensure that 25 schools were visited.
2. A key contractual feature of the SRtRC agreement is the provision of anti-racism teacher training. Monitoring data indicates that unfortunately, in 2018-19, fewer than 30 teachers accessed this training, which falls significantly short of the training needs identified within the county.
3. Schools have been notified of this decision and any school that has valued the SRtRC workshops in the past will be encouraged to book workshops directly themselves. This will particularly benefit groups of smaller schools. To achieve this better value, the council will continue to promote SRtRC to its schools but not through a county-wide SLA.
4. Whilst many schools value the work of SRtRC, as delivered free of charge to them through the SLA, a number have indicated that workshops have, on occasion, been cancelled at short notice or started late and that, at times, no-one at all arrived from SRtRC to deliver the booked workshop. Many schools have now formed strong partnerships with STtRC but a high number of schools use other providers. More than twenty schools have commissioned the Newcastle United Community Foundation's Primary Stars Programme as an alternative to SRtRC, with the Headteacher of one participating schools writing to the council's Equality Officer to say:

*'Newcastle United Foundation use the context of sport to engage the children in critical thinking about a range of topics promoting equality and diversity. Our pupils have really enjoyed the sessions and welcomed the opportunity to consider these*

*issues over a number of weeks rather than as a one off session. This approach has definitely deepened their understanding.'*

Again, council officers will encourage more schools to develop this wider approach to tackling all forms of discrimination and bullying, rather than to focus on just one key area.

5. As well as having a responsibility to support all schools to challenge discriminatory behaviour in all its forms, council officers also have a responsibility to achieve the best financial value in all of the decisions it takes. The council employs both an Equalities Officer and a Travellers Coordinator within the Education and Skills Division to work with all schools, academies and early years providers and has a small allocation of additional funding to support all equalities issues across the county's 165 schools. Northumberland County Council has paid just under £170,000 over 10 years to SRtRC to work with up to 25 schools (13%) per year. After a comprehensive review of the SRtRC offer for 2019-20, it was concluded that to continue the SLA was not of benefit to the vast majority of Northumberland schools and did not offer the value for money that such contracts necessitate.
6. A range of other anti-racist work takes place in Northumberland in order to reach the 87% of schools that do not receive a funded SRtRC workshop. This is delivered by the Education and Skills Division equalities team who also engage with the harder to reach Traveller and Asylum Seeker communities and support the early years workforce and providers. This team draws on the support of a wide range of partners and statutory providers to challenge and respond to incidents of hate, bullying, discrimination and inequality, including Newcastle United Community Foundation, Northumbria Police and Stonewall. Northumberland CC was recognised by Stonewall in 2019 as one of the top five local authorities nationally for anti-discriminatory LGBT inclusion.
7. In recent years Newcastle, North Tyneside and Sunderland councils have all discontinued funding for SRtRC workshops in their schools with only Gateshead and South Tyneside continuing to renew funding annually. This reflects the wider range of discriminatory and intimidatory behaviours, including racism that councils have to challenge through education within their schools. As a consequence, all anti-discriminatory and disability-related, religious and homophobic, biphobic and transphobic bullying issues are being tackled in schools by teachers and voluntary organisations without any additional funding from Northumberland County Council.
8. The revised Ofsted Inspection Framework, to be introduced from September 2019, places a high level of importance on a school's ability to challenge all forms of discrimination, build character and resilience in its pupils and to develop within them an ability to recover from setbacks:

*'We (Ofsted) have considered how the proposed framework ... and consequent inspection practice could have an impact on individuals or groups of people with protected characteristics. Our intention is to ensure that inspection is better able to play its part in advancing equality, diversity and inclusion. Given the proposed framework's focus on high quality education for all, we believe that it will have a positive impact on all learners, including those with protected characteristics. We believe that the protected characteristics that are of particular relevance are disability, race, religion and belief and sex'*

(Draft Education Inspection Framework 2019: Equality, diversity and inclusion statement)

9. In addition, the introduction of statutory relationships education in primary schools and relationships and sex education in secondary schools from September 2020 will provide an additional challenge to schools as mental wellbeing, consent, keeping safe online, physical health and fitness and LGBT issues will feature highly in the proposed taught curriculum.
10. Following consultation with schools about the needs they have identified within their individual establishments and across groups of schools, it has been agreed that, with support and challenge from the local authority, schools will now self-fund regular, quality-assured training and staff development across all the protected characteristics and discriminatory behaviours. Schools, and not the local authority, will decide who their preferred support providers will be and the form that it will take. The local authority will ensure that schools receive high quality support from its officers and will, where requested, adopt a quality assurance role and work alongside providers to measure impact and value for money. This new approach has been welcomed by Northumberland schools.
11. An Equalities Fund will be available from the council to commission bespoke and targeted interventions and workshops where there is an identified challenge which any organisation will be able to request access to if there is a demonstrated need.

### Implications

<b>Policy</b>	These changes will support a range of policies in relation to anti discrimination issues
<b>Finance and value for money</b>	The financial implications are contained within the body of the report.
<b>Legal</b>	NA
<b>Procurement</b>	NA
<b>Human Resources</b>	NA
<b>Property</b>	NA
<b>Equalities</b> (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	The whole basis if these changes are to ensure that the broader range of equality issues are addressed
<b>Risk Assessment</b>	Not completed
<b>Crime &amp; Disorder</b>	The focus of this work is to help reduce hate crime
<b>Customer Consideration</b>	All relevant customers have been advised
<b>Carbon reduction</b>	NA
<b>Wards</b>	All

### Background papers

### Report sign off

	initials
Monitoring Officer/Legal	L. Henry
Executive Director of Finance & S151 Officer	A. Scholes
Relevant Executive Director	C. McEvoy-Carr
Chief Executive	D. Lally
Portfolio Holder(s)	W. Daley

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