

Decision Pathway – Report



PURPOSE: For noting

MEETING: Cabinet

DATE: 09 April 2024

TITLE	Bristol's Anti Racism in education engagement report		
Ward(s)	All Wards		
Author: Reena Bhogal-Welsh and Susan Coombes	Job title: Director Education and Skills and Head of Service School Partnerships		
Cabinet lead: Deputy Mayor Asher Craig Cabinet Member for Children, Education and Equalities	Executive Director lead: Hannah Woodhouse Executive Director Children and Education		
Proposal origin: Other			
Decision maker: Cabinet Member Decision forum: Cabinet			
Purpose of Report: To note Bristol’s Anti-Racism in education engagement report and recommend the use of this evidence to support the co-production of an Anti-Racism in Educational settings strategy. Future decision makers should produce this with working groups chaired by leaders across Bristol.			
Evidence Base: <ol style="list-style-type: none"> 1. Bristol is a vibrant city that has a wealth of culture deep-rooted in the diverse families and communities that we welcome from the ever-changing landscape as a City of Sanctuary. The Belonging Strategy (2021-2024) places all our residents at the forefront of the work that we do, and Bristol City Council is committed to working as One City to ensure that Bristol is a city for all children and young people, one which young people can be proud of and a place where they and their families can thrive. 2. It is also a city that has not yet completed its work around race, particularly for our children and young people from Black and Minoritised communities who don’t always feel that they belong. Action is needed to respond to systemic racism and racial discrimination reflected through existing inequalities and highlighted by many reports including the Runnymede Report, 2017 'Bristol: a city divided?', Black Lives Matter protest that saw a statue of Edward Colston toppled, Identifying-Disproportionality-Report, Avon and Somerset’s Criminal Justice Board as well as the effects and local impact of the COVID-19 pandemic. 3. The population of Bristol is increasingly diverse with at least 45 religions, 185 countries of birth, 287 different ethnic groups and 90 main languages. 28.4% of people in Bristol belong to a minority ethnic group (i.e. not ‘White British’), up from 22.1% a decade ago, with 9.5% White Minority Ethnic and 18.9% Black, Asian & Minority Ethnic (including 6.6% Asian/Asian British, 5.9% Black/Black British, 4.5% Mixed and 1.9% Other). Younger people are more ethnically diverse: 36% of children belong to a minority ethnic group compared to 10% of people 65 & over. Somali is the largest ethnic minority group in Bristol with a population of almost 9,200 people making up 1.9% of the total population. 4. Research, engagement and evidence gathered shows there is a city-wide disproportionality in educational outcomes for Black and Minoritised children and young people. Overall disadvantaged pupils have poorer 			

attainment outcomes than non-disadvantaged. Black Caribbean and Gypsy/Roma pupils have notably lower attainment results and have done consistently in recent years. When compared to the national average, Bristol falls below in all Black and Minoritised groups. The biggest gap to the national average is for Black pupils. Pupils with special educational needs (SEN) have significantly lower attainment than pupils without SEN across all headline measures. This is particularly true for pupils with an EHC plan. Pupils living in the most deprived areas have significantly poorer attainment outcomes.

5. As well as this data, we have met and engaged through workshops, co-constructed working groups and many sessions with children, young people, communities and education leaders to hear their views. We have listened to what children and young people told us about their experiences within their educational journeys, their informed, lived experience is the reason this strategy has come to life. The young people have called for anti-racism in educational settings strategy, it is our duty to respond.
6. The summary of the engagement is provided at appendix A, and shares detail regarding:
 - Gaps in outcomes data – Key stage 2 and Key stage 4
 - Disproportionality in SEND data
 - Over representation of Black Caribbean / Black African / Dual Heritage Black & White / Gypsy Roma Traveller Children and young People excluded from education settings
 - Lack of representation of Black and Minoritised Teachers
 - Lack of representation of Black and Minoritised Leaders in educational settings including special schools, pupil referral units and alternative learning provisions (Head teachers, CEOs and Governors)
 - There is a lack of understanding and execution of ‘Cultural Competency’ in settings. This is linked to trauma informed practices which are not yet common practice in all settings.
 - Intersectionalities have a significant impact for disadvantaged children and young people leading to disproportionalities in educational outcomes.
7. The engagement report reinforces that the experiences of children and young people is supported by the city’s data. It shows that there is a need for a co-constructed strategy that outlines the action plans, wider governance structures.
8. The anti-racism in education settings will need to focus on the following five areas:
 1. Ensure we close attainment gaps for Black and Minoritised groups and disadvantaged children
 2. Reduce exclusions and increase attendance for Black and Minoritised children and young people
 3. Improve representation of Black and Minoritised leaders
 4. Eradicate the disproportionality in SEND
 5. Create a bespoke professional development programme for the workforces in schools and settings
9. Work has already started to drive systemic changes in some education settings, but not all. Civic leaders have a collective responsibility to ensure that this work continues, develops, and flourishes in all education settings. Support from elected members under the new committee system of governance will be key in achieving change and driving the emerging strategy.
10. Five key work strands are anticipated to be developed through the strategy that will be owned by leaders and partners across Bristol:
 - a. Attainment – Pan Bristol Collaboration of Black Caribbean Achievement – Cabot Learning Federation
 - b. Reduce exclusions and increase Attendance
 - c. Workforce – Representation of Black, Brown and Minoritised Leaders
 - d. Special Educational Needs and Disability – Eradicate disproportionality in SEND
 - e. Continuous Professional Development – cultural competency, white fragility, white adjacency and more
11. Key measures, targets and success indicators will be identified through the co-constructed working groups where theories of change models will be created, action plans designed, feedback loops to families identified and governance structures honoured to ensure that annual impact reports can be shared of the successful

work achieved. The co-constructed working groups will have membership from children, young people and parents and carers as well as leaders, teachers and leading professionals to support and enhance the work completed so far. There is a need to purposefully consider anti-racism in our thinking, actions and decision making in education provision across the City. Ensuring we empathetically and consistently learn and better understand the experiences of Black and Minoritised people, recognising the experiences and impact unique to different communities.

Cabinet Member / Officer Recommendations:

That Cabinet:

1. Note Bristol’s anti-racism in education engagement report at appendix A.
2. Endorse the intention for the co-production of an Anti-Racism in Educational settings strategy with working groups chaired by leaders across Bristol.

Corporate Strategy alignment:

The Anti Racism Strategy is fundamental to core business of BCC, it also aligns with the strategies below to ensure an equitable approach to key priorities to ensure all children and young people; particularly Black and Minoritised children, families and workforce feel included, value and accepted in all schools and places of learning.

1. Belonging strategy
2. One city plan
3. SEND and Inclusion Strategy

City Benefits:

To improve outcomes for Children and young people from Black and Minoritised communities and those children with SEND. To improve inclusion and tackle disproportionality in the City.

Consultation Details

We have consulted and co-produced this with children and young people and key partners through forums and events; Headteachers breakfast, youth forum, youth groups, Excellence in schools group, Race Equality in Education, Bristol Primary Heads association, Bristol Secondary Heads association and Cabinet briefing.

Background Documents [Bristol’s Belonging Strategy for Children and Young People - Belonging in Education \(bristolonecity.com\)](http://bristolonecity.com)

Revenue Cost	£N/A	Source of Revenue Funding	N/A
Capital Cost	£N/A	Source of Capital Funding	N/A
One off cost <input type="checkbox"/>	Ongoing cost <input type="checkbox"/>	Saving Proposal <input type="checkbox"/>	Income generation proposal <input type="checkbox"/>

Required information to be completed by Financial/Legal/ICT/ HR partners:

1. Finance Advice: There are no direct financial implications associated by approving this policy and no additional funding has been requested. Any consequential costs of any contract variations will be managed within existing service budgets where applicable.

Finance Business Partner: Travis Young – Finance Business Partner 4 March 2024

2. Legal Advice: There are no specific legal implications arising from this report which is for noting. The report findings will assist the Council in continuing to meet the legal requirements of the Equality Act 2010 and Public Sector Equality Duty.

Legal Team Leader: Husinara Jones, Team Manager/Solicitor 25 March 2024

3. Implications on IT: I can see no impact on IT in this report.

IT Team Leader: Gavin Arbuckle Head of Service IT Operations 28 March 2024

4. HR Advice The report is seeking approval to procure/extend/vary and award the contract(s) necessary for the implementation of Anti Racism In settings strategy. There are no significant HR implications arising from this report for Bristol City Council employees.		
HR Partner: Lorna Laing, HR Business Partner, Adults & Communities, Children and Education, 4 March 2024		
EDM Sign-off	N/A	N/A
Cabinet Member sign-off	Cllr Asher Craig	28 March 2024
For Key Decisions - Mayor's Office sign-off	Mayor's Office	28 March 2024

Appendix A – Further essential background / detail on the proposal Bristol's Anti Racism in education engagement report	YES
Appendix B – Details of consultation carried out - internal and external	NO
Appendix C – Summary of any engagement with scrutiny	NO
Appendix D – Risk assessment	NO
Appendix E – Equalities screening / impact assessment of proposal	YES
Appendix F – Eco-impact screening/ impact assessment of proposal	YES
Appendix G – Financial Advice	NO
Appendix H – Legal Advice	NO
Appendix I – Exempt Information	NO
Appendix J – HR advice	NO
Appendix K – ICT	NO
Appendix L – Procurement	NO