



Children & Young People's Select Committee

Tackling Race Inequality in Lewisham Schools

Date: 11 January 2022

Key decision: No.

Ward(s) affected: All

Contributors: Pinaki Ghoshal, Executive Director for Children & Young People's Services

Outline and recommendations

This report seeks to share the work the Council is currently doing with schools to address race inequality and to improve educational outcomes for Black Caribbean Heritage pupils.

1. Summary

- 1.1. There is a Council-wide commitment to tackling race inequalities, which includes work in various services across the Council and a key piece of this work is actively tackling race inequality in our schools.
- 1.2. In 2020 a steering group of Head Teachers, stakeholders and local authority officers was established and they have been successfully engaging with schools and the community on the work so far.
- 1.3. Tackling race inequality is a three year approach, funded by Lewisham Learning, involving all Lewisham schools and the colleges.
- 1.4. The approach is based on the research recommendations of national and local research and focuses on Black Caribbean heritage pupils. The main aims are to;
 - Close the historic attainment gap of 7-10% and improve life chances
 - Tackle systemic bias and racism
 - Address and reduce disproportionately high rates of exclusions
 - Support parents and communities
- 1.5. Following initial research recommendations a three year action plan was agreed and is being implemented across the borough. The plan has 4 strands; leadership, curriculum, parents and community and relationships.

2. Recommendations

- 2.1. Members are asked to note the information contained in the report.

3. Background

- 3.1. Nationally some groups underachieve at school and one of the groups which have been impacted by this across London and indeed across the country are children and young people with a Black Caribbean heritage. This has been recognised in many reviews and reports over the years and most recently in a report commissioned by London Councils called 'Boys on Track.' This issue has also been recognised previously by the CYP Select Committee.
- 3.2. Young people with a Black Caribbean heritage, including those with a mixed heritage background constitute nearly a quarter of the school population in Lewisham.
- 3.3. Over the last year the Council, through Lewisham Learning have been working with schools across the borough to address concerns about race inequality and in particular the educational outcomes of pupils with a Black Caribbean heritage. As part of this work recent research in this area has been considered in addition to good practice in other Local Authority areas and specific research in Lewisham was carried out by Dr Nadena Doharty.
- 3.4. Lewisham is an open borough that celebrates diversity, and has a history of standing up to racism and inequalities, from the Battle of Lewisham in 1977 to more recently becoming a Borough of Sanctuary.
- 3.5. There is a Council-wide commitment to tackling race inequalities, which includes work in various services across the Council and a key piece of this work is actively tackling race inequality in our schools.

4. Update on the work to Tackle Race Inequality in Lewisham Schools and Colleges

- 4.1. The starting point for the initiative was an Executive Directors' meeting for school leaders in July 2020.
- 4.2. A steering group of headteachers commissioned the report "Embedding Race Equality in Lewisham Schools" published in September 2020.
- 4.3. The main findings of the report were used by the steering group to shape the development of a three year action plan which included three key actions that were implemented first. These were;
 - To appoint a part time project manager.
 - To develop a "Pledge" setting out the commitment to change. This has been signed and adopted by **all** Lewisham schools and colleges. (See attached)
 - To ask all schools to send a letter (signed by the mayor, lead member, executive director and chair of Lewisham Learning) to all parents, setting out the case for change. The letter was sent on 22 June 2021, Windrush Day. (See attached)
- 4.4. The steering group acknowledge that no single initiative will bring about the change needed. Work has focused around themed questions;
 - How can we make sure that the **curriculum** better reflects our communities here in Lewisham?
 - How can we make sure that the **relationships** between teachers and students are positive and productive and backed up by the right school policies?
 - How can we make sure that our schools are linked up with **parents and the community**?
 - How can we make sure that more of our black staff in school progress to senior **leadership** jobs and that there are more black parents and community

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- members on school governing boards?
- Each strand is led by school leaders and has a full programme of actions planned and underway. They include:

Curriculum

- 4.5. A “Race Equality Audit Tool” has been created for schools to use to evaluate their curriculum.
- 4.6. A training Package for Curriculum Leads is being delivered to 11 schools by Dr Muna Abdi.
- 4.7. Peoplescape Theatre has developed a drama piece based on reminiscences of Black African Caribbean elders which has been used in 10 schools and will be rolled out to a wider group this year.
- 4.8. A high profile “Decolonising the Curriculum Conference” took place in July, with nationally renowned speakers including; Prof Paul Warmington, Prof Heidi Mirza and Dr. Ian Phillips. The conference was attended by over 100 school leaders, staff, governors, key stakeholders and councillors.

Relationships

- 4.9. Inclusion Leads from Addey and Stanhope, Rushey Green and St. James Hatcham are developing a “Relationships Race Equality Toolkit” for schools to use.
- 4.10. A training package for Inclusion Leads is being delivered to teachers from 12 schools.
- 4.11. A Pupil and staff survey was carried out during June/July 2021 to provide a baseline to measure progress against.
- 4.12. The Young Mayors Team produced a video to support pupil voice and provide teachers with a valuable teaching resource.

Parents and Community

- 4.13. A “community conversation spaces framework” has been developed to enable important regular communication between school leaders and communities to take place.
- 4.14. Training for the “community conversations” is underway and a pilot will run in January 2022.
- 4.15. Community leaders are being kept abreast of developments. The project manager and others are attending meetings arranged by Lewisham Black parents Forum, Ubuntu and others.
- 4.16. A ground breaking new partnership aimed at supporting Black Caribbean and dual heritage (Black Caribbean/White) pupils in Lewisham was launched in September called the Lewisham Young Leaders Academy.

Leadership

- 4.17. The Pledge has been endorsed by all schools and governing bodies.
- 4.18. A letter to parents/carers was sent out on Windrush Day, 22nd June.
- 4.19. Race Equality Training for more than 100 governors has been delivered.
- 4.20. A significant 2 year intensive Leadership Programme has been commissioned and is being delivered to 25 schools.
- 4.21. A less intensive leadership programme is being rolled out to all other schools with 28 schools currently engaged.

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- 4.22. Training for deputy heads has been arranged.
- 4.23. Members of the Lewisham Steering Group are founder members of a Pan London Group formed to tackle race inequality. The group was launched on 17 June with a conference and has a programme of actions that complement the Lewisham work.

5. Impact so far

- 5.1. **Close the historic attainment gap of 7-10% and improve life chances;** As a result of the pandemic and cancelling of tests and exams no achievement data is available yet.
- 5.2. **Tackle systemic bias and racism;** The staff and governor training and pupil activities that have taken place and are ongoing are providing increased opportunities to raise awareness and reflect on attitudes, systems and beliefs but no hard evidence is available yet to evidence the changes we need to see.
- 5.3. **Address and reduce disproportionately high rates of exclusions – Based on National data from 2019 and local data for 2020;** exclusion rates in Lewisham have improved overall for all groups but there is still too much disproportionality for pupils of Black Caribbean heritage especially in secondary schools. (see appendix 1)
- 5.4. **Support parents and communities;** While several initiatives have started to take place there is no evidence collected yet that parents and the community feel more supported.

6. Financial implications

- 6.1. This three year project has been allocated £300,000 to support its work over the next three years from Lewisham Learning. Lewisham Learning in turn is part funded by the Council and part funded by schools.

7. Legal implications

- 7.1. There are no legal implications for this report as schools are not governed by the Local Authority and the committee is being asked to note the work that is taking place.

8. Equalities implications

- 8.1. The work of this group is specifically focussed on addressing the poorer education outcomes achieved by young people from a Black background and in particular with a Black Caribbean heritage.

9. Crime and disorder implications

- 9.1. Young people with a Black Caribbean background are currently over-represented in the youth criminal justice system.

10. Health and wellbeing implications

- 10.1. None.

11. Background papers

- 11.1. Appendix 1 Exclusion data
- 11.2. Race Equality Pledge
- 11.3. Race Equality Letter

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12. Report author and contact

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12.2. Appendices

Appendix 1: Exclusions

This data is taken from the report presented to the CYP select committee on 25 November 2021

1. Exclusions

How does Lewisham compare?

Pupil-level exclusion data for primary and secondary schools is collected once each term via the Department for Education (DfE) School Census data collection return and published in a Statistical First Release (SFR). The national exclusion data outlined below is published in the DfE Statistical First Release (SFR) ON 29th July 2020 and gives the annual exclusion data for 2019/20.

2. Primary exclusions (per 1,000) 2019/20

The permanent exclusion rate for Lewisham primary schools was **zero per cent** which was better than England at **0.02 per cent** and London and Inner London at **0.003 per cent**.

The fixed period exclusion rate for Lewisham primary schools was **0.89 per cent** which is better than England at **1 per cent** but worse than London at **0.56 per cent** and Inner London at **0.59 per cent**.

Table 1

	Number of permanent exclusions	Permanent exclusion rate %	Number of fixed period exclusions	Fixed period exclusion rate %
ENGLAND	739	0.02	47,261	1.00
INNER LONDON	8	0.003	1,473	0.59
OUTER LONDON	20	0.004	2,623	0.53
LONDON	28	0.003	4,096	0.56
Lewisham	0	0	222	0.89
STATISTICAL NEIGHBOURS				
Hackney	0	0	133	0.65
Haringey	2	0.01	84	0.37
Islington	2	0.01	199	1.36
Lambeth	0	0	156	0.73
Southwark	0	0	189	0.76
Brent	0	0	174	0.63
Croydon	1	0.01	307	0.93
Enfield	0	0	154	0.49
Greenwich	0	0	168	0.64
Waltham Forest	2	0.01	108	0.43

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3. Primary exclusions by ethnicity (per 1,000) 2019/20

The data shows **disproportionality** in Lewisham Primary schools for ‘any other Asian’, ‘any Other Ethnic Group’, ‘any other white’, ‘Bangladeshi’, ‘Indian’, ‘White and Asian’ background with fixed term exclusions

4. Secondary exclusions (per 1,000) 2019/20

The permanent exclusion rate for Lewisham secondary schools improved at **0.08 percent** (0.15 per cent in 2018/19) better than London at **0.09 per cent**, and on par with Inner London **0.8 per cent**, better than most of our statistical neighbours London.

The fixed period exclusion rate for Lewisham secondary schools improved to **7.17 per cent** (10.49 per cent in 2018/19) which was better than England at **7.43 per cent** but worse than London at **5.5 per cent**, Inner London at **6.3 per cent**.

Table 2

	Number of permanent exclusions	Permanent exclusion rate	Number of fixed period exclusions	Fixed period exclusion rate
ENGLAND	4,269	0.06	253,307	7.43
LONDON	467	0.09	18,400	5.53
INNER LONDON	151	0.08	1,143	6.3
OUTER LONDON	316	0.09	17,257	4.77
Lewisham	11	0.08	990	7.17
STATISTICAL NEIGHBOURS				
Brent	13	0.06	763	3.71
Hackney	24	0.17	1617	11.28
Haringey	16	0.10	1015	6.65
Islington	10	0.12	1159	13.26
Lambeth	5	0.03	549	3.75
Southwark	10	0.06	1301	7.25
Croydon	26	0.11	1627	6.93
Enfield	15	0.06	1617	6.67
Greenwich	9	0.05	1038	6.16
Waltham Forest	15	0.06	805	4.66

5. Secondary exclusions by ethnicity (per 1,000) 2019/20

The data shows disproportionality in Lewisham Secondary schools for ‘any other black’, ‘any other Mixed’, ‘Black African’, ‘Black Caribbean’ and Irish background with fixed term exclusions; also for ‘any other Mixed’, ‘Black African’ and ‘White and Black African’ with permanent exclusions

6. Permanent exclusions and managed transfers by ethnicity – Lewisham schools only (includes percentage of ethnic breakdown per secondary cohort)

Permanent exclusions at **0.31 per cent** and managed transfers at **0.57 per cent** affecting Black British / Black Caribbean learners are slightly higher in 2020/21. Permanent exclusions for Black British / Black African learners were at **0.17 per cent** remain similar in 2020/21.

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Table 3

Ethnicity	2020/21 PEX	2020/21 MT	2019/20 PEX	2019/20 MT	2018/19 PEX	2018/19 MT	2017/18
Any other Black background	0 / 414 = 0%	0 / 414 = 0%	1	1	1	1	0
Any other Mixed background	0 / 600 = 0%	0 / 600 = 0%	0	1	1	1	1
Any other white background	0 / 1052 = 0%	3 / 1052 = 0.28%	0	1	0	0	1
Any other Asian background	0 / 259 = 0%	0 / 259 = 0%	4	2	0	0	0
Black African	4 / 2272 = 0.17%	3 / 2272 = 0.13%	4	4	1	1	3
Black British/Black Caribbean	5 / 1581 = 0.31%	9 / 1581 = 0.57 %	1	7	11	13	18
Mixed White/Black African	0 / 261 = 0%	1 / 261 = 0.38%	0	0	1	1	1
Mixed White/Black Caribbean	0 / 615 = 0%	1 / 615 = 0.16%	2	4	0	3	5
Not Known	0 / 213 = 0%	0 / 213 = 0%	1	0	2	5	4
Refused	0 / 318 = 0%	0 / 318 = 0%	1	1	1	1	1
White British	2 / 2150 = 0.09%	4 / 2150 = 0.18%	3	5	1	6	9
Total	11	22	17	26	19	32	43

*percentage ethnicity against secondary school ethnic group population (census Spring 2021)

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Table 4 Primary exclusions by ethnicity (per 1,000) 2019/20

	Type	England (%)	Lewisham (%)
Any other Asian background	Permanent exclusions	0.00	0.00
	Fixed term exclusions	0.18	0.45
Any other black background	Permanent exclusions	0.01	0.00
	Fixed term exclusions	1.19	0.95
Any Other Ethnic Group	Permanent exclusions	0.01	0.00
	Fixed term exclusions	0.33	1.04
Any other Mixed background	Permanent exclusions	0.02	0.00
	Fixed term exclusions	0.92	0.54
Any other white background	Permanent exclusions	0.00	0.00
	Fixed term exclusions	0.43	0.49
Bangladeshi	Permanent exclusions	0.00	0.00
	Fixed term exclusions	0.14	1.18
Black African	Permanent exclusions	0.01	0.00
	Fixed term exclusions	0.72	0.70
Black Caribbean	Permanent exclusions	0.03	0.00
	Fixed term exclusions	2.15	1.95
Chinese	Permanent exclusions	0.00	0.00
	Fixed term exclusions	0.10	0.00
Gypsy Roma	Permanent exclusions	0.05	0.00
	Fixed term exclusions	2.68	0.00
Indian	Permanent exclusions	0.00	0.00
	Fixed term exclusions	0.08	0.34
Irish	Permanent exclusions	0.03	0.00
	Fixed term exclusions	1.07	0.00
Pakistani	Permanent exclusions	0.00	0.00
	Fixed term exclusions	0.23	0.45
Traveller of Irish heritage	Permanent exclusions	0.04	0.00
	Fixed term exclusions	5.10	0.00
White and Asian	Permanent exclusions	0.02	0.00
	Fixed term exclusions	0.64	1.22
White and Black African	Permanent exclusions	0.01	0.00
	Fixed term exclusions	1.27	1.03
White and Black Caribbean	Permanent exclusions	0.04	0.00
	Fixed term exclusions	2.37	0.97
White British	Permanent exclusions	0.02	0.00
	Fixed term exclusions	1.20	0.90

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Table 5: Secondary exclusions by ethnicity (per 1,000) 2019/20

	Type	England (%)	Lewisham (%)
Any other Asian background	Permanent exclusions	0.04	0.00
	Fixed term exclusions	2.22	1.79
Any other black background	Permanent exclusions	0.20	0.19
	Fixed term exclusions	8.06	9.54
Any Other Ethnic Group	Permanent exclusions	0.08	0.00
	Fixed term exclusions	4.96	3.43
Any other Mixed background	Permanent exclusions	0.14	0.15
	Fixed term exclusions	6.85	8.18
Any other white background	Permanent exclusions	0.07	0.07
	Fixed term exclusions	4.69	2.99
Bangladeshi	Permanent exclusions	0.07	0.00
	Fixed term exclusions	3.02	2.02
Black African	Permanent exclusions	0.09	0.10
	Fixed term exclusions	5.82	7.91
Black Caribbean	Permanent exclusions	0.25	0.00
	Fixed term exclusions	11.79	12.23
Chinese	Permanent exclusions	0.01	0.00
	Fixed term exclusions	0.64	0.00
Gypsy Roma	Permanent exclusions	0.65	0.00
	Fixed term exclusions	43.08	10.00
Indian	Permanent exclusions	0.02	0.00
	Fixed term exclusions	1.16	1.14
Irish	Permanent exclusions	0.15	0.00
	Fixed term exclusions	6.52	6.90
Pakistani	Permanent exclusions	0.09	0.00
	Fixed term exclusions	4.52	0.00
Traveller of Irish heritage	Permanent exclusions	0.54	0.00
	Fixed term exclusions	29.76	0.00
White and Asian	Permanent exclusions	0.12	0.00
	Fixed term exclusions	5.60	2.37
White and Black African	Permanent exclusions	0.14	0.32
	Fixed term exclusions	8.77	6.71
White and Black Caribbean	Permanent exclusions	0.32	0.13
	Fixed term exclusions	14.97	11.67
White British	Permanent exclusions	0.13	0.07
	Fixed term exclusions	8.22	5.39

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