



PREJUDICE REPORTING *for* EDUCATION

A tool for Local Authorities to help every child achieve the best possible start in life, protecting those from vulnerable groups at most risk from harm.



Our Mission

To empower every Local Authority and School in the country to understand, analyse and tackle prejudice experienced by children at school, in order to make a positive impact to the lives of all pupils, especially those most vulnerable and in minority groups.

As an innovative and effective Local Authority, you want to:

- ensure every child has the best possible start in life, especially those from vulnerable groups
- create thriving, inclusive communities where all children are able to fulfil their potential
- celebrate diversity and ensure everyone feels welcome and included
- protect the people at most risk from harm
- invest in early intervention programmes that support children at risk of poor outcomes.

How Prejudice Reporting for Education can help Local Authorities

Prejudice Reporting for Education can provide valuable insight into prejudice-related incidents that occur in schools. This data offers Local Authorities and Schools the evidence needed to develop targeted responses to identified problems. Furthermore, the efficacy of programmes introduced to address specific prejudicial behaviour can be directly measured and their social impact evaluated.

Prejudice Reporting for Education identifies prejudicial behavioural and bullying trends that may detrimentally impact the life chances of those children affected, reducing the likelihood of them having happy, healthy, and productive lives. Early intervention can have positive benefits throughout childhood and later life, including improved mental health and wellbeing, better academic results and job prospects, improved behaviour, and a reduced risk of criminal involvement.

What outcomes can Local Authorities benefit from?

- Better reporting of, and reduction in hate crime
- Improved educational attainment for disadvantaged pupils
- Reduced rate of vulnerable young people who are not in education, employment or training (NEET)
- Reduced prevalence of mental ill-health

Quick overview of the benefits that Local Authorities get from PRfE membership

- Access to the PRfE online reporting system for every school in the Local Authority
- An annual report for the Local Authority, with detailed analysis of reported incidents and trends
- Introductory webinar training sessions for school staff to access and use the system
- Telephone Helpdesk offering support to all users of the system
- Cloud-based reporting system that allows real-time analysis of prejudice-related incidents at School, Multi-Academy Trust, District and Local Authority level
- Membership of the PRfE programme entitles Local Authorities to directly influence the ongoing development of the system to meet their evolving needs.
- Fee covers initial onboarding of schools into the system, user helpdesk support, training materials and secure hosting at our UK based data centre.



Our Vision

Every child has the best possible start in life, so they can fulfil their potential and become happy, healthy, and productive members of society.

**PRfE
Membership Fee
£7,980 per year**

Prejudice-related incidents in schools

Prejudice against minority groups still exists in 21st century Britain. The political landscape has never been so polarised with Brexit, the rise of populist ideologies, the Back Lives Matter movement, widespread inequality, and social injustice regularly in the headlines. Inequality and prejudice experienced by the LGBTQ+ community is commonplace. The recent addition of relationship and sex education to the school curriculum has been welcomed, but not by all. The need for better understanding of prejudice across all demographics is critical and nowhere is this more important than within our schools.

There is currently no statutory duty placed on schools to report prejudice-related incidents to their Local Authority, despite it being considered good practice by the Equality and Human Rights Commission. Until now, Local Authorities have not been able to easily analyse trends in prejudice-related incidents within their schools, nor have they been able to compare against other authorities or even against the national average.

The response to prejudice incidents in schools needs to be evidence-based and informed by robust data, which is why we have developed the Prejudice Reporting for Education system. Until now there has been no consistent approach to logging and analysing these incidents and in most schools these records appear to be logged using hard copy forms.

“Schools should be mandated to collect and monitor school bullying incidents and to specifically record incidents of prejudice-based bullying. This should also be reported to local authorities, so that these can target resources to areas [with] high rates of bullying.”

**Lady Falkner,
Chair of the Equality and
Human Rights Commission,
2020**

“The lack of clarity from government about reporting [racist] incidents makes it harder to understand its prevalence and therefore tackle the issue. It’s important that the government sends a clear message by requiring all schools, regardless of their status, to report incidents to their Local Authority.”

Sadiq Khan, Mayor of London, 2020

How does Prejudice Reporting for Education work?

PRfE is an online reporting tool that allows schools within a Local Authority to log prejudice-related incidents. Local Authorities have complete oversight of all incidents recorded across all schools and can analyse the data at Local Authority, district, and individual school level. Schools can use the reporting functionality to analyse their own incidents. All reporting is available in real-time.

Every incident logged in PRfE captures details on the nature of the incident, the type of prejudice, details of both the victim and the perpetrator and what follow-up actions were taken. All incidents logged in the system are anonymised and do not include data that can be used to identify individual pupils.

It is important to stress that PRfE is a reporting tool, not a referral system. The purpose of recording incidents is not to label pupils or judge schools, but instead to ensure that prejudicial attitudes and behaviours are identified and dealt with effectively, so that all young people and staff members can work in a positive and safe environment without the fear of experiencing prejudice.



Why it is important to record prejudice-related incidents?

To spot patterns

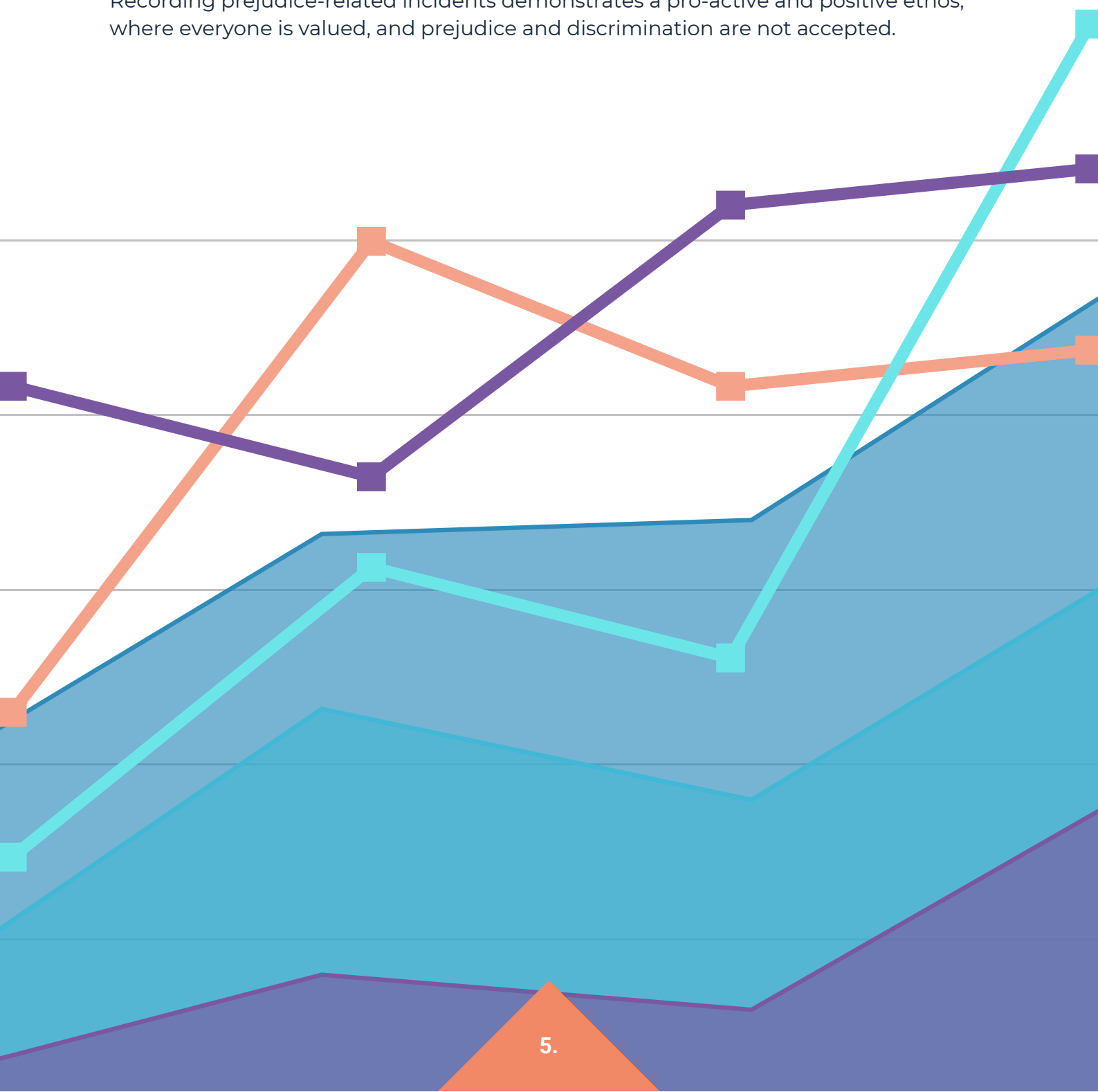
Identifying trends will enable Local Authorities and schools to carry out preventative, rather than reactive, interventions and produce more relevant and better targeted programmes of education.

To gauge the success of strategies

Monitoring incidents will provide a good indicator of how successful strategies to reduce prejudice have been.

To provide a safe environment for staff and pupils

Recording prejudice-related incidents demonstrates a pro-active and positive ethos, where everyone is valued, and prejudice and discrimination are not accepted.



Why would a Local Authority want PRfE?

The PRfE system offers unprecedented insight into what is happening across the Local Authority, its districts, Multi-Academy Trusts and at individual school level. This rich dataset allows authorities to spot trends and identify specific issues of concern, in turn enabling evidence-based decision making and ensuring focus and resource are targeted in the right areas.

Local Authorities will be able to benchmark themselves against regional and national averages and these comparisons can be tracked over time to gauge the effectiveness of programmes aimed at addressing prejudice in schools. Local Authority data will not be shared with, or identifiable to, other authorities.

PRfE holds data that is commonly asked for in Freedom of Information requests and considerable time and effort can be saved because reports can be generated in seconds.



How does PRfE benefit schools?

It is very difficult to tell whether an incident is a 'one off' or a repeat if incidents are not being recorded and analysed. PRfE contains reporting that will allow schools to identify themes and to measure the impact of interventions aimed at reducing prejudicial behaviour. Schools will only have visibility of their own incidents, but the Local Authority will have oversight of all incidents across all schools.

Every school can decide which staff members have access to the system, and because it is cloud based it can be accessed from any Internet-connected device, including mobile phones. The system is intuitive, and incidents can be logged quickly and easily. Staff can sign into the system using their Microsoft Office or Google log-in credentials so no need to remember additional passwords.

“The rewards for schools of capturing and reviewing data on prejudice-based bullying are significant. Teachers have told us that while recording data may at first appear to be an administrative burden, it has saved them time because they have not had to deal with much bigger issues once they escalate. Some schools have told EHRC that the data shines a light on other issues, including the reasons behind poorer grades and class absences.”

Equality and Human Rights Commission (EHRC), 2017

Ofsted Inspections

Ofsted hold schools to account for how well they deal with behaviour and will not routinely mark a school down where it has recorded incidents of bullying. Inspectors are interested in the impact of the actions a school has taken and how effectively schools identify, prevent or deal with any incidents.

The Ofsted School Inspection Handbook 2022 states that the following information is made available to inspectors by 8am on the first day of the inspection: Records and analysis of bullying, discriminatory and prejudiced behaviour, either directly or indirectly, including racist, sexist, disability and homophobic/biphobic/transphobic bullying, use of derogatory language and racist incidents. **Schools that log incidents in PRfE will be able to provide Ofsted inspectors with these records at the touch of a button.**

The Law

The Equality Act 2010 applies to all schools and deals with how schools treat their pupils. While relations between pupils are out of scope of the Act, if a school fails to protect pupils from bullying related to any protected characteristics, they may be guilty of unlawful discrimination.

The Equality Act 2010 introduced the Public Sector Equality Duty that applies to all schools. The duty covers elimination of discrimination, advancing equal opportunities and fostering good relations across all protected characteristics. In addition, schools are required to publish information demonstrating their compliance with the duty and publish at least one specific and measurable equality objective.

While schools are free to focus on any equality objective covered under the duty, objectives are likely to be most meaningful where they are clearly linked to existing challenges the school is facing and ideally integrated with school improvement and development plans. A key equality objective is to reduce prejudice-related bullying and the use of derogatory language (Equality and Human Rights Commission, September 2014).



'Adults who have been bullied in childhood have been consistently found to be at increased risk of anxiety and depression, as well as have lower educational attainment. Children who display bullying behaviours are at increased risk of depression and suicidal thoughts, as well as becoming involved in offending behaviour and dropping out of school. Young people who are both bullied and bully others are at the greatest risk of experiencing negative outcomes in later life.'

NHS Scotland, 2019

Key Features

- Easy, intuitive and quick logging of incidents by school staff
- Schools control which members of their staff have access to the system
- Realtime reporting for Local Authorities and schools, analytics demonstrate trends over time and comparisons with regional and national averages
- Cloud based system is accessible from any device connected to the Internet
- Optimised for use on mobile devices
- Secure, with easy log in using Office 365 or Google credentials
- Automatic flagging of incidents that may need to be escalated as possible hate crimes

About us



Ten years ago, Cambridgeshire County Council introduced an online system for schools to log prejudice-related incidents. While relatively primitive, the Prejudice Related Incident Database Entry system (PRIDE) proved popular with Cambridgeshire schools and provided the Council with valuable insight across the county.

The PRIDE system was overhauled and replaced by PRfE in 2021, offering far greater reporting functionality to both schools and the Authority. We designed the new system to be scalable and specifically to allow other Local Authorities to utilise it. Peterborough City Council launched the system to their schools in January 2022.

Our ambition is for every Local Authority in the country join the PRfE programme and to continue to develop the system based on the needs of each Authority. We believe that the scale of the data collected will offer unprecedented insight into prejudice in schools at local, regional and national level.

Local Authorities joining the PRfE programme will receive a detailed annual report of incidents across their Authority, can influence the future development of the platform and will gain insight from successful evidence-based case studies from other Authorities.

PRfE was developed by The ICT Service, a charging service within Cambridgeshire County Council that supports schools across the East of England with a range of ICT services.





We believe that every child has the right to an education free from prejudice and that schools should provide an environment where every pupil, member of staff and visitor feels safe and welcome.

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