SHOW RACISM THE RED CARD

ANNUAL REVIEW 2020
My annual reviews are usually a look in the rear view mirror at the year gone by, a celebration of our successes and achievements, and a recognition of how it gives us direction. Forgive me if this year is a little different.

2020 has defied and challenged so much of what we may have taken for granted.

2020 witnessed the largest social uprising for over 50 years. The worst economic collapse in 90 years. And the first global pandemic in a century. All in less than 12 months.

2020 was a year of heartbreaking loss, but a year in which we grew grateful for what we have, and who we have. It was a year of hardship, but also a year of shared resilience. 2020 was a year that brought hate’s snarl into full focus, but witnessed the response of humanity as its best.

It was a year of incredible downs and ups.

For us here at Show Racism the Red Card it too was a year like no other. From Zoom meetings to virtual workshops. A year of increased exposure and reach. But with that comes greater personal and collective responsibility. One that we have always embraced and encouraged.

For me I struggled with so much of it, particularly early on. The deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and so many others were inescapable. They were depressing. While they spoke of so much about the black experience, and the complaints of our communities, having to have the ensuing breadth of conversation with my kids, whose ages ranged from 12 to 24, was a true test of parenting. They filled me with fear, with worry. I was angry, I was scared, I was left scarred. I found a kind of healing, of renewed purpose in my community, and in this community. The reaction to it all was empowering. My wife and I joined a Black Lives Matter march in Boston (the nearest large city to where we now live), and found peace and encouragement in a recognition of the moment – what it called for, and humanity’s response to it.

As we here at SRtRC were making plans for our 25th Anniversary, we too found ourselves in the midst of the unanticipated. The response of our community, our supporters, our partners and well-wishers has been unprecedented. It has forced us to ask more of ourselves. A challenge our staff, volunteers and fundraisers have responded to in the only way they know how and have ever done - with excellence and determination.

I closed last year’s review with a look back at the last decade, and I’ll close this year’s with a challenge to predict what’s to come in the next. The moment will pass, the protests will cede, but let’s not stop asking more of our governments, our institutions, of each other and ourselves. There’s a long road ahead, but we march on.
2020 was a year like no other. By the end of January word of the Covid pandemic was starting to trickle in. There was initial disbelief and denial. Some thought it was something that would pass quickly and not touch our lives. Before our very own eyes, Covid reached our doorsteps. Family and friends were affected. Some were lucky to survive. I call them the “lucky unlucky”. But a great deal of people; loved ones, brothers, sisters, daughters, sons, wives, husbands, grandmothers, grandfathers, cousins, nephews, nieces started to die due to Covid. The numbers turned into faces we loved and recognised. Slowly but surely – in a surreal way – the death numbers went up. By Spring 2020 NHS staff, particularly those from a BAME background lost their battle to Covid, more likely acquired while doing their jobs treating and caring for Covid patients and it soon became clear that people from a BAME background were disproportionately affected by Covid-19. By Summer 2020 statistics showed that although 22.1% of NHS staff identified as BAME, 68% of healthcare workers who died from Covid-19 were from this ethnic group and of this, 64% were nurses and 95% doctors.

In the midst of the global pandemic, the tragic and horrific deaths of George Floyd and other black sisters and brothers mentioned elsewhere by our President Shaka Hislop were inescapable no matter what part of the world you were in. Their deaths and the response to their deaths at a time of a global pandemic brought into sharp focus the systemic and/or structural racism that we know has, and continues to be, deep rooted in all aspects of life. If there is learning to be found in these events - the global pandemic and the tragic deaths - it is that the timing was at a time when the world was at a standstill because of global lockdowns and thus had the opportunity to watch events live. From all corners of the world there were real, tangible traumatic events unfolding right before our eyes, channelled into our homes through all media platforms that were undeniable and horrific to see and not do anything about. Humanity awoke. As people grieved lost loved ones, they found courage and strength to step up and challenge racism. As people grieved they found determination to change and challenge those around them. As people grieved they found the courage to self-evaluate and acknowledge white privilege and unconscious bias. As people grieved they found the strength to say ‘it’s no longer enough to be non-racist, it’s time to be anti-racist’.

And so for us, heading in 2021, the year marking 25 years of our organisation, our work has never been more important. I have been amazed and humbled by all the truly outstanding work by all staff in Show Racism the Red Card. I would like to pay tribute to all the young people that we have worked with and provided training to. As a grandmother to an 8-year-old gorgeous black boy who sees the world only through innocent eyes that know no skin colour, I am particularly passionate of the impact of our work to ensure that the world for all boys and girls – irrespective of skin colour - remains colourless. That they grow up and thrive in a world where colour is associated with flowers and rainbows. A world where humans are of one race. I am also particularly grateful for the support from patrons, sports men and women and donors which has been absolutely tremendous – all made in recognition of how much more work we need to do. Through this support we opened new offices in the North West and we have plans for more. Because there is a long road ahead in tackling racism. We must and cannot stop marching on.
2020 was a year without precedent. Covid-19 caused Show Racism the Red Card to adapt quickly to new ways of working and communication. Black Lives Matter brought into sharp focus the urgent need for the work of Show Racism the Red Card.

The Macpherson report published in 1999 gave us the expression ‘institutional racism’. 25 years on from the founding of Show Racism the Red Card structural and institutional racism still exist and blight the lives of individuals and communities. Macpherson’s 70 recommendations have not made the impact he hoped and expected. Covid-19 has impacted Black and Asian communities much more than others. So, not just in policing but in the health service and society at large, racism is still to be addressed.

As Vice President of this charity and as a former teacher, I pay enormous tribute to both the skill and dedication of all the staff of Show Racism the Red Card.

2021 marks 25 years of our struggle against racism. As Frederick Douglass said, “power concedes nothing without a demand, it never has, it never will.”

In our 25th year, a demand for black history and active anti-racism to be part of the national curriculum seems an obvious one.
2020 was the year of the Covid-19 pandemic, but it was also the year of the Black Lives Matter (BLM) movement. One severely restricted the work that we were able to do, the other lead to the biggest influx of public support and donations we have ever seen.

The brutal murder of George Floyd on 25th May 2020 and the global reaction to this with the BLM movement has put anti-racism at the top of the political agenda. This is a once in a generation opportunity to “seize the time” and turn a movement into real change on racial equality. Alongside the outpouring of anger, the BLM movement led to a huge increase in public and corporate donations to SRtRC. After 12 years of austerity and having to “tighten our belts”, we are now in a position to look at developing and expanding the organisation over the next three to five years. The Strategic Review 2020-23 now needs reviewing, as we look to build upon the opportunities ahead for the anti-racism movement.

Here is a recap on some of the online resources we have managed to produce or launch during lockdown.

Schools online training course: This course lasts around 6 hours and was the end product of a year’s work by our education team. https://www.theredcard.org/news/2020/3/23/new-teacher-training-online-course

We were commissioned by the NHS to produce a film on racism and decided to finish the film off during lockdown. The film was launched in May and received press coverage. https://www.theredcard.org/news/2020/5/1/sporting-legends-back-charity-campaign-to-stop-racism-against-nhs-staff

The film has been viewed 70,000 times and is an important addition to our portfolio of educational resources.

In April, we decided to put some of our activities online to support teachers and help parents who were home schooling their children. https://www.theredcard.org/news/2020/4/23/home-school-activity-who-am-i


Thanks to a grant from Northumbria Police and Crime Commissioner we have also managed to put together more resources for adults and young people online. https://www.theredcard.org/news/2020/6/24/srtrc-launch-new-online-resources

In July we launched a new film exploring the global Black Lives Matter movement in the wake of the murder of George Floyd: ‘We Can’t Breathe: How Eight Horrifying Minutes Lead to a Global Reckoning’.

https://www.youtube.com/watch?v=H8XZltbEaw&t=13s

In addition to these resources we have also used lockdown to stay in touch with our supporters and the public, with a series of Zoom interviews which we have then broadcast via Facebook and other social media channels.

As you can see from this Annual Report, we have managed to develop our adult education and delivery considerably in 2020.

The year ahead

Keeping our staff safe and maintaining the organisation’s anti-racism education remit are our priorities for 2021. We are also looking to develop the organisation in several key areas: Communications, Corporate, Regional Managers, Trade Unions, Football Clubs & Players, Patrons and Human Resources Management.

We have recruited a number of new staff members in the last 6 months and once the end of the pandemic is in sight, we will be able to look at recruitment and development again.

Conclusion

Huge thanks are due to the fantastic SRtRC staff team who have worked tirelessly during the pandemic. Their passion and enthusiasm for anti-racism education shines through in all the work that we do.

My thanks also go the Board of Trustees who have done so much over the past 24 years to support myself and the staff team. Thanks also to the Advisory Committee members in Scotland, Wales and London, who give their time and expertise to help us further develop the organisation.

We enter 2021 with a strengthened staff team and the support to really make a difference in the fight against racism.

I am confident that we can make our 25th Year a ground-breaking one.
I am reluctant to use the word ‘highlights’ in what has been a very testing and tumultuous year for SRtRC, but also for the wider world in general, but I have identified a couple of reasons to be hopeful.

The fallout from the Covid-19 pandemic was a real threat to the organisation, delivery suddenly stopped, offices were closed, and staff were sent home at very short notice.

It was a logistical challenge to try and work out ways to keep staff working, keep lines of communication open and to try and plan for the most unprecedented of situations.

Trying to understand and fathom the best way to employ the Government’s Coronavirus Job Retention Scheme (CJRS), better known as ‘Furlough’, for staff across UK was a huge test, whilst trying to maintain core operations for the organisation. We were prepared to buckle down and to try and weather the storm for a few hard months, uncertain of where we would come out the other side.

Our Chief Executive Ged repeatedly told us that ‘nothing will knock Covid off the front pages of the papers any time soon’. Little did we know what was coming, and that Covid would be knocked off the front pages, and that it would be knocked off the front pages, by racism.

The tragic murder of George Floyd in the US sparked a momentous wave of public support for the anti-racism movement and it has been genuinely inspiring, overwhelming, and at times, humbling to see the strength of feeling and passion that people have for change.

To sit and watch as people found so many different and creative ways to raise funds, awareness and support for SRtRC was sincerely moving.

From a 300km cycle (Daisy, Luke, Dom and Alex), to running 4 miles every 4 four hours for 48 hours (Erica Modena), to auctioning off a prized Gucci handbag (Kate Hiscox), to a 10km bike ride (Harry Pandhal), to shaving his whole body and beard (Harry Brissenden), to running the length of the UK (University of Manchester Women’s Lacrosse Club).

All of these individuals and too many more to mention brought hope in the darkest of times.

Organisations followed, like Barry’s UK, Outplay Entertainment, Boxx LDN, CitySprint UK, Fit Club Studios, followed by Kickers supporting Wear Red Day and sponsoring the School Competition 2021 to the tune of £10,000.

The Dating App Bumble donated £5,000, Dr Martens donated £33,333 (part of a £100k donation split between three separate charities), a £50k donation from Marsh Insurance and the incredible £100,000 donation from ASDA. The support has been nothing short of astounding.

Around Wear Red Day, myself and Leroy Rosenior facilitated and helped to support Avison Young’s dAY of Giving. AY is a global real estate advisor with 13 Offices across the UK. The staff raised £8,500 and I am delighted to say that Avison Young then agreed to match fund that amount at the end of the event, an incredible £17k contribution.

That so many companies have wanted to meaningfully engage with us and explore workplace-based training programmes for their staff is another reason to be hopeful. These are unprecedented times in more ways than one. For a Chief Executive of one of the biggest football clubs in the world to say to me ‘We need to become comfortable having uncomfortable conversations’ suggests that the message is sinking in and we have a chance to push for, and effect, real change.

2020 was a stark reminder that we live in a world where one human being who is paid to protect the community, had dehumanised black people to the point where he can kneel on the neck of another human being in that community for 8 minutes and 46 seconds and squeeze the life out of him, knowing he is being filmed, and whilst his colleagues do nothing to stop it happening.

We need to change the conditions that can lead to a situation like this. People are waking up and realising that education is the only way to change this world. Education can build empathy and understanding, increase people’s knowledge, build resilience to racist ideas and develop important critical thinking skills. These are the tenets on which our world should be based.

The public health situation created by the Covid-19 pandemic has turned the world that we knew on its head, it has given us the opportunity to recreate and redefine the world that we live in. Education gives us the opportunity to teach the next generation the lessons learned from the mistakes made throughout history, to improve their world.

If that can be a world free from racism, then there can be no more fitting tribute to the memory of George Floyd and others who have sadly lost their lives to the scourge of racism.
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2020 AT A GLANCE

12,852 Young people educated
3,886 Adults educated

School Competition 2020
25,000 Young people participated

Wear Red Day 20
#4 Trended UK

690% Increase in text donations

Over 200 businesses involved
Numerous landmarks lit red around the UK
Tens of thousands involved in total

*Numbers affected by COVID-19 pandemic
Following on from a busy back end of 2019, which included 20 club events which were attended by 2,180 young people and a teacher training event in Blackburn, 2020 was shaping up to be a busy year.

The year started with the team of Fred Harms and Seth Ejukwu heading to Wycombe to hold an all-day event in coordination with Wycombe Wanderers FC. The event saw 170 young people attend. The young people worked through our Hate Crime workshop, which gives them the tools to recognise hate crime and how to respond to it effectively. They also got to work through our anti-racism workshop that challenges stereotypes, helping the pupils to develop their critical thinking skills. This event was a huge success and gave the team the chance to work with Paul Hill from our Southern Region office. In January, we also worked with AFC Bournemouth, where Bournemouth and England U21 star Lloyd Kelly joined our panel.

February was another very busy month with 5 club events held up and down the country. We were joined at Everton FC by Italian International Moise Kean and goalkeeper Joao Virginia.

There was an encouraging turnout at the events and as a result in the numbers of young people who had improved their understanding of hate crime after the event.

In Hull, the number of young people who understood what ‘Hate crime is’ increased 9 times and in Wycombe increased by 4 times, while the number of young people who knew where to ‘report hate crime’ increased 5 times in Hull and 4 times in Wycombe.

As part of the ongoing programme of teacher training events, three more conferences were delivered at Bradford City, Leyton Orient and Walsall.

The feedback from delegates was very encouraging. The biggest increase was in teachers’ confidence to respond to a racist/hate incident – only 39.5% were confident before the training, compared to 93% post training.

Teachers also felt more confident to:
- **recognise** a racist/hate incident (up from 63% pre to 99% post)
- **report** (pre: 67% post: 98%)
- **challenge** racist/hate incidents (pre: 51% post: 98%)
As the global pandemic started to unfold, we were fortunate enough to fit in a handful of events at the start of March. Our final event before the first national lockdown was held at Derby County FC. This was a great event and we had unbelievable support from Derby City Council and DCFC. We had a great panel which included Derby County Women’s players Olivia Mitcham, Kira Rai and Nikki Ledgister as well as Derby’s Assistant Manager and great friend of SRtRC Liam Rosenior alongside Derby County FC defender Max Lowe.

After things started to resume again after lockdown, we evaluated what could be done as a Campaign Team, we decided that after global events and the murder of George Floyd in the US, it was hugely important to give young people a space where they could ask questions they may have about racism.

We held online Q&A sessions, and managed to hold 9 of these events before the end of 2020, including events with Manchester City FC and Arsenal FC. Thank you to our patrons who attended these events, they gave the young people a great chance to ask questions about the Black Lives Matter movement and reflect on what we can all do to be anti-racist in the future.

In total we educated 433 young people remotely.

In 2020 our educational events were attended by:

- 1,363 young people
- 23 current footballers, including 10 women’s first team players
- 24 former professional footballers

2020 was a difficult year and we give our thanks to all key workers for their sacrifice this year and their undoubted sacrifice into 2021.
The word 'unprecedented' was used with increasing relevance in 2020 and it is with due reverence that we are able to use it to refer to our Wear Red Day celebrations too.

Due to lockdown our set up and run in times were drastically reduced so we threw ourselves at the task with all of the passion and urgency that was required. Our audience responded and left us humbled.

On Twitter we trended at #4 on the day (our best performance so far) generated by the thousands of images of support circulating with our hashtag.

We had our largest corporate sign up to date with over 200 businesses registering to take part. Notable names included ASDA, Barclays, Madame Tussauds, Rolls Royce, London Stock Exchange, Hunter Boots, Usborne Publishing, Shropshire Council, NatWest, COOP and Go North East. Our thanks go out to each and every one.

Further support from business came in the form of our traditional iconic landmark light ups. 2020’s illuminations were topped off by Heathrow and The London Eye shining red for us in a stunning show of solidarity.

Even though charitable giving was not at the forefront of most people’s minds in 2020, our text giving campaign was a roaring success outstripping last years donations by 690%.

Of all schools that we reached out to and registered, an incredible 25% participated and donated. This is a genuinely fabulous response. Nationwide, despite year group bubbles being in place, we saw numerous whole school participations which signifies dramatically just how relevant the work that we do is. To the teachers and support staff that went the extra mile to make this happen for us, our gratitude is eternal.

For Wear Red Day 2020 we asked that people Stand Up, Stand With Us, Stand Strong.

They did so in their droves.

It was unprecedented.
WEAR RED DAY 2020
SCHOOL COMPETITIONS

The SRtRC school competitions encourage young people to produce creative entries on the theme of racism. Once again a staggering number of young people took part this year and they certainly didn't disappoint, with amazing talent shown in all countries!

WALES CREATIVE COMPETITION
10 CATEGORIES, 70 SCHOOLS

SCOTLAND CREATIVE COMPETITION
7 CATEGORIES, 81 SCHOOLS

ENGLAND SCHOOL COMPETITION
8 CATEGORIES, 370 SCHOOLS
This has been a very challenging year for the North East Education Team, and I am proud of what we have managed to achieve despite the pandemic and the team being furloughed for much of the year.

Two experienced members of the team left this year and we have managed to recruit 2 new Education Workers as well as a new Admin worker. We are looking forward to starting 2021 with a full staff complement to take us forward.

Sadly, we had to halt our deliveries into schools however we have had amazing success in developing our Adult Training enabling us to deliver workshops virtually. To date the team have delivered over 60 workshops throughout the UK and 3 Ambassador Programmes to a total of over 1,500 Adults. This has enabled us to raise income which we would otherwise have been struggling with. We have worked with some huge companies including Birmingham NHS, ASDA, PayPal, TUC, Sanofi Pharmaceuticals. We also trained over 300 Stockton Police on behalf of the Cleveland and Cumbria PCC.

We have extended our reach to encompass children and young people in Youth and Community groups across the Region which has been very well received, recipients include: Barnardos and the North East Youth Organisation.

We have refined our Adult Training to be virtually delivered and have introduced specific training for NHS Staff and for parents, we are planning to add to our overall menu for Adults going forward. We have also developed our education workshops to be delivered virtually.

I was able to secure funding from the Northumbria PCC to develop a new learning resource which was made freely available to all schools, and parents with easily accessible Activity Workshops that could be carried out with primary school aged children. This has been a great success and is now a permanent feature of our offer.

We have also supported the development of the On-line Teacher Training which has led to over 2000 teachers accessing the training. Feedback has been extremely positive, and I am really proud to say that the course has now been accredited by the CPD Certification Service which will give it more gravitas in 2021.

I am particularly proud of the partnership that we have developed with Usborne Publishing. We were commissioned as experts in our field to develop 2 new books that they are publishing in the Autumn of 2021. Our logo will be prominent on the front cover of every book, given the span of their readership and social media following, this will be fantastic publicity for the organisation. They have also committed to develop the partnership into 2022-23.

We are now in talks with Usborne to produce a “Football Skills” book which will be a joint venture featuring a range of sports men and women representing diversity, ethnicity, and gender.
2020 has been a year of few highlights compared to previous years. It is certainly one I will remember personally for a long time after testing positive for Covid-19 and being hospitalised in March. It was also a difficult period for my colleagues Martina and Chloe, as they had much to do with a fast-changing environment caused by the pandemic. Our work during 2020 was severely curtailed due to the Pandemic but we still managed to deliver workshops to over 5,000 young people and 500 adults, with a mixture of face to face and virtual delivery.

The Southern Region, as with the other parts of SRtRC, was overwhelmed with the sheer volume of requests for our work: from schools, business, other organisations and individuals. We should never forget that it was the unlawful killing of a Black Man, George Floyd, that led to this huge upsurge in support. This increased interest presented us with many new opportunities, along with several challenges. The greatest opportunity is the potential to deliver anti-racism education to far more people than ever before. The biggest challenge is to do so safely during the pandemic.

Stop the Hate
The partnership that we have developed with West Ham United Foundation is now fully underway and has seen us deliver workshops to East London schools both in-house and virtually using on-line technology. We work with one class per session for most of the time but in November we delivered simultaneously to 6 classes in a secondary school reaching over 250 young people at one time! Good pre-planning for on-line work is essential, as is the role of the teacher. To date the new programme has proved extraordinarily successful with great feedback from all involved. Leroy Rosenior MBE is the Ambassador for Stop the Hate and is one of the educators alongside us and the WHU Foundation. Our thanks to all at West Ham Utd for continuing to partner with SRtRC in such a positive way.

Tackling Hate Crime in West London
SRtRC continued to work in partnership with Hammersmith and Fulham Council during 2020 to tackle issues surrounding Hate Crime, Discrimination and Bullying. We are grateful to the Council, in particular Kalbe Awees, for their ongoing support.
Buckinghamshire Anti-Racism Work

2020 saw the completion of a decade long partnership with Buckinghamshire County Council. We look forward to working once again with Bucks in 2021 and thank Yvette Thomas for her superb support to the Campaign over the years.

4 Football Club events were delivered, at QPR with a mix of in-house and virtual, and with Southend Utd which was fully virtual, plus Arsenal and West Ham Utd were great examples of SRtRC working in collaboration with the Club’s Community Team to deliver a truly engaging day for the young people safely in their schools.

Wear Red Day 2020

We were immensely proud that our partnership with Merlin Entertainment to deliver workplace training resulted in the company agreeing to turn the London Eye red for SRtRC!

New Development

The JP Morgan ‘Force for Good’ initiative that we are now part of will this year deliver the results of the free consultation service their executives have given us, designing a new platform to deliver on-line training across all 5 regions, and to make our collection of data and prove our impact far more robust.

Our Team

One main priority in 2021 will be to train our new part time Education Workers Paul Hill and Mary Stretch, and to support our sessional workers: Anita Beeden, Leon Braithwaite, Manisha Tailor MBE, Samuel Okikiolu, Maria Petnga and Marcelle Smith. Sadly Chloe Stannard resigned her post in October but we thank her for her outstanding work whilst at SRtRC and wish her well for the future. My personal thanks to Martina Barton who, throughout difficult circumstances, provided outstanding support for all administration and team training activities.

Thank you to all the Partner Organisations, Funders, Schools, Teachers, Members of the London Advisory Group, Football Clubs, Players and Colleagues for their support. Finally, a special thank you to Christine Blower and Leroy Rosenior, Honorary Vice Presidents for SRtRC, who give so much time, advice and support to us all. It is greatly appreciated.

Stay safe everyone.

For more information on the work of the campaign in London and the South please contact steve@theredcard.org or martina@theredcard.org

‘We were so happy to work with an organisation that had the knowledge and expertise on racism and equality, who were also happy to adapt and work mindfully with refugees who experience racism as just one of a number of challenges and prejudices. The trainer was sensitive and engaging, for many of the participants this workshop was the first opportunity they had to talk freely about racism and has opened a path for more learning, discussion and action.’

- REFUGEE COUNCIL
I am thrilled to have joined SRtRC at such a critical moment in history. 2020 was an unforgettable year, yes for the global pandemic but also for the global urge for justice, equality and equity. The generous public donations following the murder of Ahmaud Arbery, Breonna Taylor and George Floyd have allowed SRtRC to expand its reach – establishing a new North West base in November 2020. I have been recruiting a team of sessional workers to try and help us really establish ourselves as an active presence in the North West.

Manchester City FC

We have launched an exciting new partnership with Manchester City FC, delivering training to 20 of their community coaches in January 2021, followed by delivering virtual workshops to 15 of their partner primary schools between February and June 2021.

We hope the partnership will grow and develop and look forward to working with Manchester City throughout our 25th anniversary.

Adult Education

Fortunately, despite a third lockdown, our adult education programmes can continue being delivered safely in the virtual realm. The North West is excited to run its first Adult Ambassador programme with TUC and UNISON activists in February for 6 weeks. We will also be delivering training to CWU members in the coming weeks as well as shorter stand alone workshops which will be offered to Union members across the North West.

Teacher Training

We have begun a partnership with NASWUT and will be running an introduction to anti-racism webinar for members in March. We are hoping to develop an ambassador programme for teachers in response to the Runnymede Trust’s report looking at the lack of racial literacy in schools across Greater Manchester.

We’re also looking forward to working with the NEU and are looking at how we could embed anti-racism work in initial teacher training across the region.

Wear Red Day and the Schools Competition

We’re thrilled to have a School’s Competition winner from the North West – with Evie winning an individual prize in the Year 10+ Artwork/Creative Writing category at Stockport Academy.

Blessed Thomas Holford also won of our Wear Red Day Competition prizes, courtesy of Kickers - which will also include some workshops for the school, when we are able to deliver. We hope to engage with many more schools and that even more winners will be from the region this year!

Looking Ahead

Whilst we are desperate to deliver face to face again, we are grateful to be able to maintain our reach virtually and despite the challenges of the pandemic we hope we have some very inspiring partnerships developing in the North West.

On the other hand, sadly racist incidents are rising, race related hate crime continues to increase, and we cannot rest on our laurels. We must continue to empower people to recognize and respond to racism; in the words of Jurgen Klopp ‘if football is a role model for anything in life – it must be equality.’
We started 2020 with a number of exciting projects being confirmed that would have led us to work with a record number of young people in Wales. In the early months, between January and March, we worked with school pupils, college students, lecturers, youth workers and stewards. In addition, we undertook a campaign in partnership with British Transport Police to ‘Kick Racism into Touch’ during the 6 nations rugby tournament. We also had confirmation that pupils in Wales could study Show Racism the Red Card as part of a national qualification following approval from the WJEC / CBAB and is a now optional part of the Foundation/KS4 qualification. Then in late March, Covid-19 intervened and had a huge effect on our projects. We also had the terrible killing of George Floyd that led to an increase of support for anti-racism and I hope that continues as we also need to eradicate the virus that is ‘racism’. I am extremely proud of the staff who have been resilient and remained committed during this difficult year. We ended 2020 with a number of new partnerships and have adapted to the new norm. I would like to thank all our funders in Wales and the Wales Advisory Committee for their continued support and look forward to the challenges 2021 will bring.

Clubs events
During the 2019/20 season, we held 8 club events. Clubs ranged from Welsh Premier League clubs, professional football clubs such as Swansea City FC, Newport County FC and Wrexham FC, to regional rugby clubs Ospreys and Dragons. Pupils from local schools attended full day events, taking part in fun and interactive educational activities. The popular ‘Newspaper Reporter’s Task’ continued once again this season, seeing pupils step into the role of a journalist for the day. Pupils use the educational opportunity to learn about racism and gain advice on how to deal with racism in school, sport, and society. After the event pupils produce a newspaper article featuring the event or about what they have learnt through their research. The events continue to provide an ideal opportunity for teachers to discuss an important topic with young people and for the pupils to think critically about prevalent issues in society through the power of sport.

School Competition 2020
This year’s competition attracted entries from thousands of primary and secondary school pupils from across Wales. The panel of judges had a difficult task deciding the prize-winning entries on the judging day. Due to the pandemic, we held our awards ceremony online with support from a number of well-known faces including TV presenter Alex Winters, and sports stars including Neil Etheridge, Ashton Hewitt and Sophie Ingle.

Prize winners received a range of awards for their entries, including a Kindle Fire/Amazon voucher, a trophy, and a framed certificate. Categories ranged from clothing design and creative writing to digital media and poster design. This year’s special category saw pupils tasked with designing an anti-racism advert.

The overall winner was Lenka Mbaye from Wrexham, who received an iPad donated by the NEU.

Thank you to everyone who took part in the competition and thank you to the National Education Union (Cymru) for their continued support for our annual competition.
Adult Training

As 2020 progressed, SRtRC Wales continued our progress in terms of adult training in both the public and the private sector. This year, we worked directly with over 900 adults, with over 300 additional adults accessing pre-recorded sessions. In light of the global pandemic, these sessions took place online during the second half of 2020, making them more convenient for many people and meaning we could reach teachers in areas that had previously required a lot of travel time.

In terms of the education sector, SRtRC Wales has continued to partner with the NEU to deliver anti-racism education to trainee teachers on Initial Teacher Training (ITT) programmes at five universities across the country, as well as running a number of sessions for existing teachers.

Again, university sessions took a mixed format this year with the charity having to be responsive to the needs of the universities. Whilst pre-Covid-19 Graduate Teacher Training Programme sessions were able to take place in person at University of Wales Trinity St David (Swansea), other sessions were moved online. Five university cohort leaders selected pre-recorded sessions with potential for a live online Q and A in a few months’ time, whilst one university – Bangor - chose live online sessions to take place across 3 days. These were impactful with students setting up their own ongoing ‘anti-racism discussion space’ to continue work after the sessions. One student commented: “The training has equipped me with the skills and knowledge that are key to tackling racism in the school in a sensitive and professional manner.”

Sessions for existing teachers have also taken place both in person and online. A continued partnership with Swansea Council saw 141 primary school teachers receive in person training around unconscious bias and the classroom resources they use, whilst in Flintshire and the Vale of Glamorgan, training on ‘Recognising, Responding to, Recording’ and ‘Reporting Racism’ was delivered to 101 secondary school teachers. Several sessions were cancelled as the pandemic hit. However, by the end of the year online teacher training was up and running again with feedback including:

“An excellent INSET experience and very much essential to any modern educational organisation.”

In addition to this, SRtRC’s online adult training was made available in the Welsh language which has been warmly welcomed by many teachers.

We were excited to begin a new Welsh Government-funded ‘Train-the-Trainer’ project in which college staff within a region were brought together on a weekly basis over the course of four weeks. This course saw participants take part in anti-racism learning that they could then pass on to other education colleagues in order for it to be cascaded throughout their respective colleges. The pilot session took place in Pembrokeshire College, Haverfordwest and included participants from colleges across south-west Wales. We hope to continue this project in a Covid safe capacity in 2021.

The end of 2020 also saw SRtRC Wales embark on a new project with staff in the Cardiff School of Education and Social Policy at Cardiff University. This was a pre-recorded session around practical ways to challenge our own unconscious bias. Feedback included:

“After beginning this training, I wanted to say (as I have already in the feedback form) that it was without doubt the best training I have seen on the subject of racial bias. I am not sure if you know, but my family is mixed race, so perhaps this is my own (positive) bias showing through, but I found it to be comprehensive, insightful and most importantly, meaningful.”

It will be followed up with a school wide session and a live SRtRC session in 2021 with academics at the school, keen to research the impact and champion inclusivity in the higher education sector.

Finally, outside the education sector, we have seen a greater demand for race equality training. We have worked online with 113 county councillors and council staff in the Vale of Glamorgan, over 50 Prison and Probation service staff from across Wales, with law professionals at the Cardiff and District Law Society and over 200 staff at South Wales Police (this partnership is ongoing). One participant described the sessions as:

“Really interesting and thought-provoking”

This work has allowed us to keep educating and spreading anti-racist values at a time of great uncertainty for schools.

Online training

Along with its challenges, we recognise that 2020 presented us with new opportunities, including the chance to connect with people in a new and exciting way. After careful adaptation, consideration and collaboration the SRtRC Wales team compiled a series of online workshops to deliver to primary and secondary schools across the whole of Wales. The usual logistical issues such as class sizes limits, facilitator travel time and timetabling constraints were no longer applicable. Instead, we were able to connect with a large number of pupils, sometimes with up to 8 different classes simultaneously.

Since beginning online delivery in September 2020, we have created and delivered general anti-racism, unconscious bias and Hate Crime in Schools workshops. These projects have reached a combined total of 300 students and have promoted the anti-racism message. The Hate Crime workshops have also served to dissuade pupils from committing hate crimes and highlighted the role of recognising and reporting racism.
“One thing I will take away from the session is to treat people equal [sic] no matter what they look like or their skin colour” – Year 8 student, Vale of Glamorgan

“Something that made me think was when he addressed multiple racist words that I didn’t think of” – Year 8 student, Vale of Glamorgan

Racism in Wales Report

During 2019, the team embarked on a research project into racism in the Welsh education system. Surveying over 1000 educators and over 400 children, as well as sending Freedom of Information (FOI) requests, the research sought to follow up our 2016 report Racism and Anti-Racism in the Welsh Education System. In the first part of 2020, the reports ‘Exclusions Report: Exploring Punitive Responses to Racist Incidents in Wales’ Schools’ and ‘Racism in Wales? Exploring Prejudice in the Welsh Education System’ were released.

Results reveal that racism in the Welsh Education system is widespread, with incidents occurring regularly, hundreds of school days being lost and a large number of pupils being excluded from schools across the country after being involved in racist incidents. 1 in 4 teachers and teaching assistants had come across a racist incident at their school in the past 12 months, with incidents occurring from as young as 6 years old. Using racist language, making comments, jokes and name calling were the most common incidents but in extremes, there were cases of violence such as a Year 5/6 pupil pulling the hijab off another child.

Information obtained through Freedom of Information requests, highlighted that during the 2018/19 academic year, there was a 19% increase in school exclusions as a result of racism compared to the 2017/18 academic year, with two permanent exclusions also recorded.

However, it seems that the scale of racism within our schools is not fully appreciated by those in charge.

SRtRC Wales Campaign Manager Sunil Patel said: “As part of our consultation, 77% of pupils told us that racism existed in their schools and 30% admitted to having used racist language in school. The racist incidents that are occurring are having a huge impact on many young people across Wales in terms of their well-being and academic attainment.”

This is further compounded by the fact that less than 50% of local authorities are recording the number of racist incidents in schools and therefore, are very likely not aware of the true scale of the problem.

The research also found a lack of confidence, training and support amongst the education workforce. School staff did not feel well trained or confident when completing racial discrimination incident reports to senior staff and the local authority, with some respondents noting that incidents are often not taken seriously or that some staff themselves may even have racist views.

Commenting on the reports, the National Education Union (NEU) joint general secretary Kevin Courtney said: “This is a timely report because we need to move beyond conversations about racism to robust plans to challenge it and use the curriculum much more proactively. What this report finds is a positive appetite among teachers for training and professional discussions about how to understand what causes racism and how education must respond. But the report also shows us the practical barriers - a lack of confidence and the time pressure on schools which hamper efforts to make progress. Schools need more support to build capacity to challenge the racist ideas and stereotypes that harm and threaten black students’ life chances and their self-esteem.”

In response to the reports, First Minister Mark Drakeford said: “Racism will not be tolerated in Wales. Our children and young people go to school to learn, grow, and make friends, not to deal with discrimination in the playground or classroom. I want to thank Show Racism The Red Card for producing this report. We will look at this closely and we will continue to support schools and local authorities to create healthy environments where all children and young people can flourish.”

The reports received significant coverage on ITV News, as well as on local news sites such as Wales Online and the South Wales Argus. It has also been read by partners and stakeholders and the team here in Wales is hopeful that it will drive future partners to commit to positive change.
Team Scotland’s start to the year included exciting club events at Hibernian FC and Livingston FC, workshops at schools and workplaces across the country, the weekly Equality Club hosted by Queen’s Park FC and preparations for the Creative Competition in which more than 1,900 young people entered.

Away from the classroom, we interviewed workers from several industries to share their experiences of racism in Scotland’s workplaces. This educational film, endorsed by EIS, has since been viewed by thousands of participants of our adult Equality Training workshops.

With the Competition’s Awards Ceremony all set to take place at Hampden in late March, our events and workshops suddenly came to a halt.

While planning for the schools’ restart, we were delighted to receive confirmation that the Scottish Government’s funding, due to expire in June, would be extended until September 2021. This much-needed support has given the team the time and space needed to ensure the quality of our virtual delivery is prioritised.

Following the death of George Floyd, we were blown away by the support our charity received from so many across the country.

Among hundreds of fundraisers, one inspiring young individual was Shadi Ali, a 16-year-old ‘New Scot’ whose family escaped Syria and were welcomed to the Scottish Highlands just 6 years ago. Shadi decided to run 100km in 7 days to raise money for his chosen charity, Show Racism the Red Card. We spoke with Shadi in an interview that prompted hundreds of kind words for his efforts and his story. We then surprised him with a signed shirt from his favourite team, Rangers FC, who have promised him a meet-the-players day once normality returns.

Shadi Ali chose to raise money for anti-racist education. His target was £350. He achieved £1,215.
As the date for the return of the SPFL Premiership was announced, we moved to organise anti-racist action which would include ‘taking the knee’, the launch of special edition Black warm-up t-shirts, and a powerful collaborative video statement by players from all twelve Premiership clubs, first aired on Sky Sports on 1st August 2020.

In partnership with PFA Scotland, the weekend of player-led action was emphatically observed and as taking the knee continues, we must look to engage footballers with our virtual education work in schools. Incidents of racism in football have not decreased during the pandemic; many have moved online (Celtic’s Nir Bitton, Kilmarnock’s Alex Dyer) where targeted hatred can go seemingly unchallenged or reported effectively. As our Premiership players stated in August, “enough is enough. Education is the key.”

We were able to reach 4,135 young people in 2020, both in schools and virtually. While sadly over the past 3 years we’ve found that 32% of young people have either experienced or witnessed racism, following our workshops 76% indicated they now feel more confident in identifying and safely challenging racism.

A school we worked with intensely over the last 12-months is ESMS in Edinburgh. One of their pupils, Lochlan McCole, later sent our charity a donation of £240. Instead of receiving money for his 10th birthday in November, he instead asked friends and family to donate to Show Racism the Red Card. We worked with his favourite team, Hibernian FC, to give him a surprise message from his favourite player, along with a signed shirt from the entire team which he and his family safely collected at the stadium.
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