

Report

Report to:	Equal Opportunities Forum
Date of Meeting:	21 February 2018
Report by:	Executive Director (Education Resources)

Subject:	Annual Report on Mainstreaming Equalities and Diversity - Education Resources
----------	--

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Forum of the strategic and operational work being undertaken and planned by Education Resources to meet the commitments within “South Lanarkshire Working For You” Mainstreaming Equalities report 2013 to 2017

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the work being undertaken by Education Resources in terms of mainstreaming equalities be noted.

3. Background

3.1. Education Resources is committed to supporting the aims of the Council’s Mainstreaming Equalities report 2013 to 2017.

3.2. Equality and diversity is an underpinning value of the Council’s vision to improve the quality of life of everyone in South Lanarkshire. The Council is committed to:-

- ◆ eliminating unlawful discrimination, harassment and victimisation
- ◆ advancing equality of opportunity between different groups
- ◆ fostering good relations in all that it does

In doing so, it will reduce disadvantage and deprivation within the Council and will work with others to do so in the South Lanarkshire area.

Education Resources has a key role to play delivering the Council’s equality outcomes as outlined in the mainstreaming equalities report.

3.3. Schools and services are responsible for taking forward the national and local priorities set out in the Education Resources Resource Plan. Our aim is to improve the experience for children, young people and adults as they participate in learning or make use of the wide range of services within Education.

- 3.4. Education Resources has worked in partnership with other Council Resources to develop equality outcomes to meet the general duty set out in the Equality Act 2010, to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and to foster good relations in all of the work we do.

South Lanarkshire Council schools continue to close the poverty related attainment gap through targeted use of the Pupil Equity Funding and Scottish Attainment Challenge funding. Educational establishments have detailed plans outlining their plans for how they will use this funding to support the health and wellbeing and attainment of children and young people.

- 3.5. The planning and reporting around equalities for education establishments is now embedded in the Standards and Quality Reports and Improvement Plans of establishments.
- 3.6. Educational establishments benchmark their work in this area using the level 5 illustration for Quality Indicator 3.1 Ensuring wellbeing, equality and inclusion in How Good is our School 4 (HGIOS4). Enhanced partnership working is improving opportunities and outcomes for our children and young people.
- 3.7 Professional development opportunities for the development of staff skills and confidence in equality and diversity continue to be offered on People Connect Learn Online and a Webinar is under development. The ethos and values in our schools show that equality, respect and tolerance is a fundamental principle to establishing a fair and caring ethos.

4. Achievements

- 4.1. As part of this progress report we have detailed below some examples of how establishments and services put into practice things that make a difference.
- 4.2. The annual John Walker Equal Opportunities Competition is jointly sponsored by the South Lanarkshire Trade Union Council and South Lanarkshire Council in memory of John Walker, a local trade unionist. The challenge for the campaign is to focus on current issues and how these relate to the wider community and how we can make a difference through our actions, attitudes, behaviour and engagement with others. The John Walker Competition is an excellent vehicle for the promotion of the 4 capacities of Curriculum for Excellence:-

- ◆ successful learners
- ◆ confident individuals
- ◆ responsible citizens
- ◆ effective contributors

There will be a re-launch of the John Walker Competition in the summer term in 2018.

- 4.3. Education staff are committed to improving outcomes for Lesbian, Gay, Bisexual, Transgender, intersex young people and currently the individual young people benefit from a high level of bespoke support for their health and wellbeing.

Our Treat Me Well anti-bullying policy will create the context for promoting an ethos and environment where we promote positive relationships and behaviour to ensure all individuals are safe, happy and included.

- 4.4. Uddingston Grammar RISE (Respected, Included, Supported and Equal) group is a project which is aimed at supporting and empowering girls. It's aim is to help them reach their potential and enhance their whole school experience.

RISE aims to develop the confidence and skills needed for the success of each individual young person. The young people themselves state that they have had great benefit from participation in the programme and evaluation highlights improved school attendance, engagement and participation in the individual's learner journey.

- 4.5. Sanderson High School: Developing Scotland's Young Workforce are winners of the Scottish Education Award for Employability Across Learning (Secondary) 2017.

Sanderson High School is one of ten schools in Scotland featured on the Education Scotland Website under Interesting Practice in Developing the Young Workforce. These excellent outcomes are to the result of excellent partnership working with parents, pupils, staff and the community.

The Sanderson High School pupils get a wide range of opportunities including joining in classes in Calderglen High School, their mainstream neighbour. This partnership is developing further and the young people are thriving in all aspects of their wellbeing and learner pathways.

5. Employee Implications

- 5.1. There are no employee implications. The work undertaken is achieved from within existing resources.

6. Financial Implications

- 6.1. Implementation of the initiatives are met from existing resources, Pupil Equity Funding, Attainment Challenge Funding or from external funding where noted in the report.

7. Other Implications

- 7.1 None.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. Education Resources contributes to the cross-Resource Impact Assessment Working Group and from 1 April 2016 to 31 March 2017, 20 impact assessments were carried out by Education Resources

- 8.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Tony McDaid
Executive Director (Education Resources)

26 January 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Protect vulnerable children, young people and adults
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration
- ◆ Improve achievement, raise educational attainment and support lifelong learning
- ◆ Get it right for children and young people
- ◆ Fair, open and sustainable
- ◆ Working with and respecting others
- ◆ Excellent employer
- ◆ Accountable, effective, efficient and transparent
- ◆ Ambitious, self aware and improving

List of Background Papers

- ◆ Accessibility Strategy
- ◆ Enhanced Transition

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Anne Donaldson, Head of Education (Inclusion)

Ext: 4452 (Tel: 01698 454452)

E-mail: anne.donaldson@southlanarkshire.gov.uk