

EAST RENFREWSHIRE COUNCIL

EDUCATION COMMITTEE

Thursday 11 June 2015

Report by Director of Education

DRAFT EQUALITIES DELIVERY PLAN 2015 – 17 (EDUCATION DEPARTMENT)

PURPOSE

1. To seek elected member approval for the Equalities Delivery Plan 2015 – 17 (Education Department)

RECOMMENDATION

2. Education Committee is asked to:
- a) approve the draft Equalities Delivery Plan 2015 – 17
 - b) instruct the Director of Education to implement the plan.

BACKGROUND

3. The Equality Act 2010 requires that all Scottish public authorities give due regard to issues relating to equality in its widest sense.
4. The Public Sector Equality Duty (PSED), arising from this Act, requires public authorities to have due regard for the need to –
- Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity
 - Foster good relations
 - With a particular focus on protected characteristic groups
5. Under the terms of the PSED, all public authorities are required to produce and publish a biennial mainstreaming report on progress around identified equality outcomes.
6. Education authorities are required to publish progress on their identified equality outcomes separately as well as featuring in the Council's mainstreaming report. This is done through the Education Department's Standards and Quality report.

REPORT

7. The equality outcomes in the draft plan link explicitly to the Single Outcome Agreement (SOA), the Outcome Delivery Plan (ODP) and the priorities set out in the Local Improvement Plan (LIP).
8. The outcomes identified also sit alongside the East Renfrewshire Council agreed equalities outcomes for the period 2013 – 17.

9. The agreed outcomes specific to education are –

2.1 Levels of attainment for those children and young people in deciles 1 and 2 of the SIMD will have improved.

5.1 Opportunities for parental involvement at school and authority levels will have increased.

5.2 Participation in extra-curricular activities by children and young people from minority ethnic backgrounds will have increased

7.1 Levels of identity-based bullying and harassment in schools will have reduced.

CONSULTATION

10. The equality outcomes have been determined through formal consultation with Head Teachers and senior school staff, including equalities coordinators, and with parents through our Parent Equalities Forum. The outcomes contained within the plan have also taken account of the views of children and young people around equalities related issues, expressed through questionnaires and pupil focus groups.

FINANCIAL AND EFFICIENCY IMPLICATIONS

11. The plan should not have any financial or efficiency implications.

RECOMMENDATION

12. Education Committee is asked to:

- a) approve the draft Equalities Delivery Plan 2015 - 2017
- b) instruct the Director of Education to implement the plan

Mhairi Shaw
Director of Education
11 June 2015

Convener Contact Details

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Background Papers

Equality Act 2005
Public Sector Equality Duty

Key Words

Equalities Delivery Plan

East Renfrewshire Council Education Department

Equalities Delivery Plan 2015 - 2017

DRAFT

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1. Mainstreaming Equalities

East Renfrewshire Council Education Department is committed to meeting the needs of the general equality duty by:

- eliminating unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advancing equality of opportunity between people who share a relevant protected characteristic and those who do not
- fostering good relations between people who share a protected characteristic and those who do not.

This policy is a description of how the Education Department, schools and partner providers plan to eliminate unlawful discrimination, advance equality of opportunity and foster good relationships.

The Education Department makes a significant contribution to achieving better outcomes for the people of East Renfrewshire, through the delivery of high quality education and lifelong learning. The Education Department discharges its functions without prejudice and is committed to ensuring equality of opportunity for all children, young people and families, employees and wider partners and stakeholders.

The department provides an education service through seven secondary schools, twenty-two primary schools of which ten have nursery classes, from August 2015 nine family centres and one school for children with additional support needs.

The Department has responsibility for facilities management services providing catering to schools as well as catering and building cleaning services across the Council, school crossing patrols and school janitorial services. The Department also has responsibility for adult learning through the work of the adult learning team.

This policy applies to all these functions of the department.

The Education Management Information Service (EMIS) gathers and analyses data relating to participation and attainment by ethnicity, language, disability and gender and this is used by schools to identify areas of potential inequality and to inform future planning.

Information on incidents of alleged bullying and racial harassment is also gathered by schools and reported each session to the Education Department. Reported incidents of discrimination are few.

Data is also collected in relation to incidents perceived as violence towards staff.

The Education Department developed inclusive approaches, particularly in relation to vulnerable groups of learners, including those with additional support needs. There is evidence that schools have implemented such approaches very well, through inspection and review reports. The department continues to ensure that parental involvement of minority groups is strongly promoted. Consultation with parents has been taken forward through two groups; the Parent Council Forum and the Parent Equalities Forum (formerly known as the Minority Ethnic Parent Forum). All of these

meetings are attended by members of the Education Directorate, Senior Officers in the Education Department and Elected Members of the Education Committee.

This Equalities Delivery Plan makes explicit links to East Renfrewshire Council's Single Outcome Agreement and the Education Department's Local Improvement Plan.

East Renfrewshire Council's Equality Mainstreaming Report was published on 30 April 2015 under the duty to publish equality outcomes and report progress achieving outcomes. The full report can be accessed via the Council's Intranet.

2. LINKS TO THE SINGLE OUTCOME AGREEMENT

The monitoring of progress is aligned to the key indicators in the Council's single outcome agreement.

SOA1

- All children in East Renfrewshire experience a stable and secure start to life

SOA2

- East Renfrewshire residents are fit and active and have the skills for learning, life and work

All officers designated specific responsibilities will give due regard to the mainstreaming of equalities in discharging the department's functions. Equality impact assessment is embedded in all we do. (Appendix 1)

Listed below are the outcomes relating specifically to education within the East Renfrewshire Council equality outcomes for the period 2013 – 2017.

The actions to be taken to support these outcomes sit beneath these and are taken from the East Renfrewshire Council Outcome Delivery Plan (ODP) and Education Local Improvement Plan (LIP)

These will be monitored at regular intervals and progress reported on by April 2017

Publication of Equality Outcomes will be by 30 April 2017

Equality Outcome 2

Attainment levels for our young people with the lowest attainment records have improved.

2.1	Levels of attainment for those children and young people in deciles 1 and 2 of the SIMD will have improved.
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- We will work collaboratively with our partners across all services to target our activities to support prevention and early intervention while improving outcomes and reducing inequalities.
- We will continually improve and embed our planning and practice to ensure that we Get It Right For Every Child. This will include the introduction of the Named Person, Lead Professional and Child's Plan.
- We will work closely with parents to enhance their skills and knowledge of how to support their children and ensure they have a readiness to learn.
- We will improve the percentage of young children reaching all of the expected developmental outcomes at 27 – 30 month assessment and on entry to primary school.

- We will support our schools to achieve 'Family Friendly Accreditation' and to continually improve the support and advice we provide parents.

Equality Outcome 5

Members of equality groups are active citizens and effective contributors to civic life in East Renfrewshire

5.1 Opportunities for parental involvement at school and authority levels will have increased.

5.2 Participation in extra-curricular activities by children and young people from minority ethnic backgrounds and, where appropriate girls, will have increased

- We will work with schools and centres to ensure that there are a range of opportunities for parents and carers to work in partnership using family friendly approaches
- We will work with schools and centres to ensure there is equity of access for all to extra curricular activities
- We will continue to support schools and centres to further develop systems to record and track pupil involvement in extra curricular activities
- We will continue to mainstream equalities in the work of all education establishments and services

Equality Outcome 7

People with protected characteristics live their lives, safe from discrimination, harassment, victimisation and violence

7.1 Levels of identity-based bullying and harassment in schools will have reduced.

- We will provide training and support for staff to deal with incidents of identity based bullying and harassment
- We will continue to have robust monitoring systems in place regarding incidents of identity based bullying and harassment

Appendix 1

East Renfrewshire Council: Education Department

Equalities Impact Assessment of Proposed New Policy

The general equality duty requires public authorities to have due regard to the need to:-

- Eliminate unlawful treatment;
- Advance equality of opportunity; and
- Foster good relations

across the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Sex and Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief

1. Title of the new policy/proposal	
2. Description of the new policy/proposal	
3. Responsibility for implementing the policy	
4. In what way does the proposed new policy eliminate unlawful treatment of the group:	
Age	<input type="checkbox"/>
Disability	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>
Sex and Sexual Orientation	<input type="checkbox"/>
Marriage and Civil Partnership	<input type="checkbox"/>
Pregnancy and Maternity	<input type="checkbox"/>

Race	<input type="checkbox"/>	
Religion and Belief	<input type="checkbox"/>	
5. In what way does the proposed new policy advance equality of opportunity for each group:		
Age	<input type="checkbox"/>	
Disability	<input type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	
Sex and Sexual Orientation	<input type="checkbox"/>	
Marriage and Civil Partnership	<input type="checkbox"/>	
Pregnancy and Maternity	<input type="checkbox"/>	
Race	<input type="checkbox"/>	
Religion and Belief	<input type="checkbox"/>	
6. In what way does the proposed new policy foster good relations with each group:		
Age	<input type="checkbox"/>	
Disability	<input type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	
Sex and Sexual Orientation	<input type="checkbox"/>	
Marriage and Civil Partnership	<input type="checkbox"/>	
Pregnancy and Maternity	<input type="checkbox"/>	
Race	<input type="checkbox"/>	
Religion and Belief	<input type="checkbox"/>	
7. Potential for the proposed new policy to have a negative impact (Low, Medium, High)		If this is deemed to be high, the following section should be completed.
8. Evidence to be considered in relation to the protected		

characteristics.	
9. Evidence of higher or lower participation, uptake or exclusion by any group within the protected characteristics.	
10. In the context of the preceding sections, identify any groups whom you consider should be consulted. Please specify and give reasons.	
11. Actions to be taken to address any issues identified and ways in which positive impact can be demonstrated.	
12. Justification for the proposed new policy based on the above information.	
Name of Departmental Officer developing the proposed policy:-	
Date of this assessment:	