Item 1

9th March 2023

Glasgow City Council

Education, Skills and Early Years City Policy Committee

Report by Executive Director of Education Services

Contact: Catherine Gallagher/ Samir Sharma Ext:

Education Services Development Activities related to Equality

Purpose of Report:

To inform the committee of the activities in relation to supporting the development of the equalities agenda across Education Services.

Recommendations:

It is recommended that the committee note the developments planned and the activities in relation to the development of the equality agenda across Education Services.

Ward No(s): Citywide: ✓

Local member(s) advised: Yes ☐ No ☐ consulted: Yes ☐ No ☐

***PLEASE NOTE THE FOLLOWING**:*

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1 Background

1.1 The Education and Skills committee has asked for Equality update reports at every second scheduled meeting of the committee. Since asking for these updates the committee has received the following; an overall Equality Update report, Race Equality report, LGBT Inclusive Education report and Diversity in the Teaching Profession report and Deeper Dive Into 2 Equalities Projects.

1.2 This report will update the committee on the activities of Education Services in developing the equalities agenda as directed by the Education Equalities Working Group (EEWG) and the Education Improvement Service. Whilst the headings may relate to individual protected characteristics, the outcome of many of the activities are often intersectional. The previous update had a focus on our race equality work. This report highlights some developments in our race equality work but mainly focusses on our work in relation to gender and LGBT developments.

2 Race Equality

2.1 A sub-group of the School Counselling Quality Assurance Group is looking at the issue of improved mental health support for children and young people from Black and Minority Ethnic communities. The group is initially focusing on

- The level of multicultural awareness training that school counsellors have in Glasgow.
- Potential cultural issues that BAME children and young people may face when seeking mental health supports.
- Improving future commissioning processes to ensure cultural sensitivity and awareness training as part of the tender process. It may be that we have to look differently at school counselling providers in the future when the contract comes up for renewal.
- Numbers of young people from the BAME community who have additional supports needs and how these are assessed. We will be looking at the processes that schools go through when considering a referral for support.

2.2 Further progress has been made with the initial BAME PT recruitment programme with the first cohort completing in June 2022. As a result, two candidates from this cohort secured Principal Teacher appointments. A further 5 candidates joined Cohort 2 and took up post in August 2022. This cohort will complete by June 2023.

3 LGBT Inclusive Work

3.1 This session we have continued to strengthen our links with Time for Inclusive Education (TIE) working in partnership to promote the national website, resources and e-learning modules.

3.2 The positive impact of last session's successful 'Spotlight On' professional learning events for Glasgow schools is evidenced in the increasing number of our schools and staff registering with the national website and undertaking further professional e -learning modules.

3.3 To date, **793** education staff and **100** Glasgow schools have registered with the website. Further to this, a significant number of teachers have completed Stage 1 and Stage 2 of the national professional learning modules in delivering LGBT Inclusive Education learning, as detailed below.

Completed Stage 1 and Stage 2 Learning Modules

Module	No of Glasgow Teachers	No of Glasgow Schools
Stage 1	599	63
Stage2	302	13

Currently Undertaking Stage 1 and Stage 2 Learning Modules

Module	No of Glasgow Teachers
Stage 1	324
Stage2	126

Learner Workshops		
No of schools	No of sessions	No of Pupils
7	23	774

3.4 Moving forward, there has been a focus on Leadership of Equalities at all levels within our schools. A further four 'Spotlight On' professional learning sessions took place throughout January and February 2023 co-delivered with TIE, Education Services and school staff.

3.5 Spotlight session content included:

- Spotlight on… Leading Equalities in your School
- Spotlight on… LGBT Education in Primary
- Spotlight on… LGBT Education in Secondary
- Spotlight on… LGBT Education Toolkit in Action

4 Action and Learning for LGBT Inclusive Education in Schools (ALLIES 23)

4.1 During LGBT History month, Education Improvement Services have planned a various events to celebrate diversity and strengthen Inclusive Education across our schools. This series of event will be called ALLIES 23 – Action and Learning for LGBT Inclusive Education in schools

4.2 Working in partnership with TIE and LGBT Youth Scotland, ALLIES 23 will deliver and facilitate a series of citywide events with a key focus on support and learning for children and young people, increased opportunities for professional learning and curricular development. These events will also provide an excellent opportunity to acknowledge and celebrate the strong work of schools in LGBT education, with several schools sharing practice through open door events.

4.3 Events during ALLIES 23 include:

<u>Staff -Professional Learning</u>

- 5 'Spotlight On' Sessions delivered by TIE/ LGBT Youth Scotland
- Whole Day staff professional learning event held in Glasgow City Chambers
- Castleton Primary : LGBT Inclusive Education in Action
- Golfhill Primary Golfhill Pride: A Celebration of Inclusivity

<u>Pupil Events</u>

- School Workshops sessions will be held on 20th and 21st February in City Chambers with sessions available to both for primary and secondary pupils.
- Glasgow Film Theatre - Love Simon screening for secondary pupils.

4.4 In addition to ALLIES 23, Education Improvement Services will continue with Pride Lite 2023. This will be celebrated in the month of June and will be held at City Chambers. This annual gathering of LGBT young people will include a range of opportunities and workshops specifically for young people who identify as LGBT.

5 Gender

5.1 Girls4Equality group was created as part of a legacy from the Girls at COP 26 event, when 2500 S3 girls from across all Glasgow secondary schools participated in a panel discussion with women from around the world,

highlighting the achievements of women in a range of fields. The Girls3 Equality Group now meet twice a year; on International Women's Day on 8 March and International Day of the Girl on 11th October. The girls discuss a range of issues.

5.2 To date this has included:

- Inspirational Female leaders
- Attributes of successful leaders
- Stereotypes in Education

In March 2023 we will be examining:

- How Early Years Education is promoting gender friendly nurseries
- Promotion of Women and Sport

5.3 The crucial work of these young women is how they take this information back to schools and use this to promote gender equality with their male and female peers. A Teams page has also been created allowing the girls to update each other about what they are doing over the course of the year.

5.4 A working party consisting of Quality Improvements Officers, Educational Psychologists and school leaders has been created to support staff development in understanding the challenges our young people, especially our young women are facing.

5.5 In May 2023 Zero Tolerance Scotland will be supporting representatives from Early Years. Primary and Secondary Schools in all Glasgow Learning Communities with "Train the Trainer" activities that will allow them to go back into the schools and share this with all staff. This awareness raising follows a city wide spotlight on this issue during the August 2022 CP update to all Glasgow Schools.

5.6 On 6 February 2023 Holyrood Secondary School hosted the launch of their period dignity partnership with Hey Girls and the Simon Community. Free for everyone. Period dignity allows all young women to be empowered with the knowledge about how to access free products and ensure poverty is not a barrier for any young woman in Scotland to access essential sanitary products.

5.7 Cleveden Secondary School are working with the Girls Club Glasgow and Glasgow Kelvin College on a programme entitled "Inspire Her". This programme aimed at young women aged 13 – 18 focuses on issues such as body image and mental wellbeing. If successful, this will be introduced to other secondary Schools in the City.

5.8 All Secondary Schools are being invited to identify a talented female artist and allow them to create a piece of art that showcases the city of Glasgow. The art work will be displayed in the City Chambers in April before being gifted to European delegates attending an International Women's Conference in May .

6 Anti-bullying and Equalities

6.1 The revised Anti-bullying guidance(2019) from Education Services clearly sets out our expectations on bullying, including bullying related to all protected characteristics. SEEMIS Bullying and Equalities Module allows schools to record all incidents of bullying behavior.

6.2 Working in partnership with '*respectme',* Scotland's Anti-Bullying Service, Education Services are currently delivering mandatory anti-bullying training to all senior leaders between January and March 2023, totaling 6 sessions across each the city.

6.3 This training provides further support to schools in relation to:

- Recording bullying incidents
- School policy review and development
- '*respectme's'* e-learning anti-bullying training modules for all school staff
- 'respectme's' Anti-Bullying Self-Evaluation Toolkit and reward certification

6.4 Education Services has also created additional support materials which include:

- Bullying response flowchart
- Information poster/guidance for staff
- Information poster/guidance for young people and parents/carers
- A Glasgow Schools Anti-Bullying Charter

6.5 Our Schools Forum (Primary 6 – Senior Phase) groups have received input from 'respectme' on Bullying related to body image and appearance. We have used what our young people said to create the Anti-Bullying charter for all Glasgow's Schools.

http://www.goglasgow.org.uk/Pages/View/38

7 Sense over Sectarianism (SOS)

7.1 The annual Holocaust Memorial Day (HMD) education event was once again hosted by Sense over Sectarianism on January 27th in the Banqueting Hall. There were a variety of speakers and performances who addressed an audience of over 350 young people and staff from a selection of Glasgow schools. The headline speaker was Kirsty Robson from the HMD Trust and other speakers included the Director of Education Douglas Hutchison and Councillor Christina Cannon.

7.2 Schools performances included music and drama from Bannerman High

School, singing from the Glasgow Create choir and a variety of readings by Notre Dame High School, St Timothy's PS and St Benedict's PS.

7.3 SOS Workshops continue to support anti-sectarian work across our schools. To date this session, a series of 3 workshop sessions have been delivered to over 1650 pupils across our primary schools.

8 Glasgow Pupils Forum

8.1 Glasgow Pupil Forum focuses on 4 aspects of a framework designed and created by our young people. One aspect of this framework, Equalities, continues to be discussed and explored in line with the voice of our young people. This informs the development work of the Education Equalities Working Group (EEWG) and the Education Improvement Service.

9 Summary

9.1 The Equalities Twitter site and GLOW Tile continue to promote and support equalities work taking place across our schools and across Education Services. Our Equalities Tile is regularly updated, allowing schools to access new curricular resources, share practice and stay informed of upcoming events linked to equalities. The Tile can be accessed by all members of staff and ensures that all classroom practitioners have access to relevant and up to date quality assured resources.

9.2 We will continue to support our schools to prioritise an equalities approach, promoting an inclusive ethos which promotes diversity and the rights of the child to ensure all children and young people have a positive educational experience.

9.3 We recommend that the committee note the developments planned and the activities undertaken in relation to the equality agenda across Education Services.

10 Policy and Resource Implications

Resource Implications:

Financial: Using existing core funding and funding from SG	N/A

care Experienced budget

Legal: None

Personnel: None

Procurement: None

Council Strategic Plan: Specify which theme(s) and outcome(s) the proposal supports. Where relevant the specific numbered priority should be listed.

Grand Challenge 1 Reduce Poverty and Inequality in Our Communities
Mission 2 -Meet the learning and care needs of children and their families before and through school

Grand Challenge 2 Increase Opportunity and Prosperity for all our Citizens
Mission 3 Raise attainment amongst Glasgow's children and young people

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.

Yes
The proposal specifically supports Outcomes, 1,4,12,13 and14

What are the potential equality impacts as a result of this report?

9.4 Positive impact across our race equality work, gender and LGBT developments.

Please highlight if the policy/proposal will help address socio-economic disadvantage.

Climate Impacts:

Does the proposal support any Climate

No

Plan actions? Please specify:	
What are the potential climate impacts as a result of this proposal?	None
Will the proposal contribute to Glasgow's net zero carbon target?	No

Privacy and Data Protection Impacts: None

11 Recommendations

It is recommended that the committee note the continued development of Glasgow Virtual School and Educational Outcomes for Care Experienced Learners in Glasgow.