Item 1

17th November 2022

Glasgow City Council

Education, Skills and Early Years Policy City Committee

Report by Executive Director of Education Services

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EDUCATION SERVICES, EQUALITIES: DEEPER DIVE INTO 2 EQUALITIES PROJECTS

Purpose of Report:

To update the committee on the Education Services Equalities Development with a Deeper Dive into two Projects.

Recommendations:

The Committee is asked to note the update and Education Services work to support ongoing Equalities improvement.

Ward No(s): Citywide: ✓

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

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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 an update to 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 EdIS). Whilst the projects described in the report may relate to individual protected characteristics, the outcome of many of the activities are often intersectional and transversal.

2 Promoting Anti-Racism Together in Education (PARTIE 22)

2.1 At the last Equalities Update plans were in place for work during October 2022 to honour Black History Month and mark Hate Crime Awareness Week.

2.2 Dialogue had been held with Glasgow's Schools Forum and feedback gathered to inform our planning. Their comments supported our direction of travel in strengthening anti racism through increased opportunities for professional learning, sharing of practice and ongoing curricular support and development.

2.3 PARTIE22 was the vehicle to highlight and focus on these important priority areas, whilst we continue ongoing development across the session. It was attended by young people from Glasgow primary and secondary schools.

2.4 Schools were invited over a 3 day period with a range of sessions in the city chambers, all of which were oversubscribed.

2.5 A total of 30 schools attended Day 1 and Day 2 workshops. These were facilitated by school practitioners, EAL Leaders of Learning, central officers and external partners. Workshops were designed to be safe spaces where young people explored anti-racism and expressed their thoughts, experiences and questions.

2.6 Workshop content included:

- An introduction to anti-racism and approaches to building a sense of belonging and self-confidence.
- Exploration of the effects of racism and how to stand up to racism.
- Hidden figures and representation in film and the effects on viewers.
- Hate crime.

2.7 Day 3 celebrated the work already undertaken in the city whilst recognising there is more to be done. This Showcase had over 25 display stands designed and hosted by practitioners, children and young people. The content highlighted the breadth & depth of anti-racist work taking place across City schools. Just under 1000 young people visited the showcase along with practitioners:

https://www.youtube.com/watch?v=dxJcfKiQpZA

2.8 The Education Improvement Service provided four professional learning "Spotlight On" sessions throughout October alongside Black History Month on culturally responsive and inclusive curriculum design and anti-racism,

2.9 A PARTIE22 film festival at GFT Glasgow Film Theatre was attended by 1400 young people and practitioners from Glasgow schools. Content at the festival related to Black History Month and anti-racism.

2.10 Contributions from our children to the Hate Crime Poster Competition organised by Hate Crime Policy Officer and to the Anti-Racist Video Competition organised by the Anti-Racist Pupil Forum, were recognised at the festival.

2.11 Feedback has been gathered to inform future events and planning:

"The atmosphere over the three days has been positive with a strong commitment to tackling racism and bigotry in whatever form it takes."

Douglas Hutchison

"Sir we're in the wrong room, we need to be in the SECC next year!"

Young Person

"Children came back buzzing. They felt very loved."

Head Teacher

3 Girls At COP26

3.1 During November 2021 and while Glasgow hosted COP26, more than 2500 young women from Glasgow secondary schools participated in #GirlsAtCOP26 – The Solutions are Feminist, at Glasgow Caledonian University. Read more background to Girls@COP26.
https://www.glasgow.gov.uk/index.aspx?articleid=27615

3.2 Young people joined forces to discuss the global issues around environment and gender – UN Sustainable Development Goal 5 - alongside other female related issues including health and challenges that can affect women and girls' bodies.

3.3 Over a series of sessions, which were co-designed with the pupils, girls discussed a range of themes including: the future of work and the green economy, data and design, fashion and food systems, and climate refugees.

3.4 On Tuesday 8th March 2022, as reported in our last committee update, we were able to hold two events to celebrate International Women's Day. The focus was 'Breaking the Bias' which was the global theme for the day. We also launched the BAME women's video with colleagues from the video attending the event and speaking with the pupils who were there:

https://www.youtube.com/watch?v=bhgtlSwc-9Q&list=PL8csxGsGd1WRAQBxGtSbWZ_Cdy7ckdFSQ

3.5 Tinto primary school produced an excellent video to support schools using books donated by the EIS:

https://www.youtube.com/watch?v=uQ0xfj96gBI&list=PL8csxGsGd1WRAQBxGtSbWZ_Cdy7ckdFSQ&index=8

3.6 To continue the legacy of this work and plan for COP27, EDIS colleagues held an event in June with S3 girls to discuss what our next steps should be. We continually aim to ensure that the girls have the opportunity to have their own voices heard and we followed up with activities as suggested, some of which are detailed below.

3.7 Almost one year on from GirlsAtCOP26, an exhibition, #WomenAtCOP26 opened on Thursday 29 September 2022 at Street Level Photoworks, Trongate 103, Glasgow. The portraits document women from across the globe who joined the girls in discussing taking collective action to address the climate emergency from a female perspective.

3.8 An official opening was held on 11 October, the UN Day of the Girl and attended by officers, members, female leaders from across the city and beyond.

3.9 Secondary schools were invited to visit the exhibit and many of our young women did so.

3.10 The exhibition was a timely reminder on the Road to COP27 that COP26 was a game-changer, a people's COP.

3.11 An equalities conference with representation from equalities committee across our secondaries met at St John Paul Academy on the same day with the Learning For Sustainability Officer.

3.12 Glasgow is committed to ensuring that honouring UN Day of the Girl becomes a key milestone before every future COP and serves to help empower women and girls.

3.13 Discussions in our secondaries have been held with the girls, with women leaders on what action the City Government has taken since the events last year, in response to their calls for action. At the same time certificates were awarded to each school in recognition of their contributions to Glasgow and partner city, Pittsburgh, winning a prestigious award for Innovation in Youth & Education from Sister Cities International for its collaboration on the initiative. More information at

https://www.glasgow.gov.uk/index.aspx?articleid=29541

3.14 Glasgow Caledonian University film students have also been editing each day's discussion, to be used as learning aids, one of which was premiered at the exhibition:

https://www.youtube.com/watch?v=pckhmzJ8ZUw&list=PL8csxGsGd1WQl5x7J3EFJ7mBHbuf3yKI3&index=97

3.15 A suite of 10 videos for each theme have been edited and the West OS will now develop learning materials to support the BGE and Senior Phase. Importantly these videos will be used to involve boys as well as girls in learning about sustainability across the West of Scotland, investigating balanced solutions between women and men.

4 Next Steps

4.1 The Education Services Equalities team will continue to focus in the coming session on working to support collaboration and empowerment across the city, taking forward our aspirations linked to Equalities.

5 Policy and Resource Implications

Resource Implications:

Financial:

Legal:

Personnel:

Procurement:

Equality and Socio-Economic Impacts:	
Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.	This proposal specifically addresses Outcome 12, 13 and 14.
What are the potential equality impacts as a result of this report?	positive impact
Please highlight if the policy/proposal will help address socio-economic disadvantage.	Aimed at building confidence in supporting equalities impacts which will address socio economic disadvantage positively
Climate Impacts:	
Does the proposal support any Climate Plan actions? Please specify:	The report includes a range of developments related to SDG5 and work undertaken to support Climate Plan Actions for example LfS entitlement and action on gender
What are the potential climate impacts as a result of this proposal?	Positive Impact
Will the proposal contribute to Glasgow's net zero carbon target?	Alignment to key Council Challenges.
Privacy and Data Protection Impacts:	This report has no impacts upon privacy or data protection.

6 Recommendations

6.1 The Committee is asked to note the update and Education Services work to support ongoing Equalities improvement.