Item 5

18th August 2022

Glasgow City Council

Education, Skills and Early Years City Policy Committee Committee

Report by Executive Director of Education Services

Contact: Jean Miller Ext: 74573

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**:*

Any Ordnance Survey mapping included within this Report is provided by Glasgow City Council under licence from the Ordnance Survey in order to fulfil its public function to make available Council-held public domain information. Persons viewing this mapping should contact Ordnance Survey Copyright for advice where they wish to licence Ordnance Survey mapping/map data for their own use. The OS web site can be found at <http://www.ordnancesurvey.co.uk> "

If accessing this Report via the Internet, please note that any mapping is for illustrative purposes only and is not true to any marked scale

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

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.

2 Areas of Development for Session 2021-2022

2.1 Development of Schools Equality Policies

At the end of session 2021, the consultation process on the Equalities Policy Framework/Guidance for schools was completed. Feedback on the document had been received from schools and there had been online activities to support this development. The guidance was issued to schools at the start of this session and they were asked to make the development of their equality policy a priority in their School Improvement Plan over the coming session.

So far 66 schools have returned their policy and these are being collated. All schools will be reminded at the start of session to send in their equality policy and those who were unable to take this forward in session 2021/22 will be asked to do so in the coming session. Collating the information from the policy will allow us to have a clearer picture of the range of equality developments across our schools.

2.2 Race Equality

This was a key area of development throughout the session, building on activities which had taken place in the previous session. These were outlined in the Race Equality report presented to the committee in June 2021.

The systemic leadership programme continued with presentations given to new headteachers who would have missed previous systemic change inputs.

The race equality training resource developed by Samir Sharma QIO in partnership with colleagues from our English as an Additional Language (EAL) team and the Coalition for Racial Equality and Rights (CRER) had guidance developed to support it. The partnership with CRER has been invaluable in supporting our strategic and operational developments. The guidance resource produced was based on feedback from three secondary schools who were involved in the pilot of the resource. This is available to schools on the new equalities website and GLOW tile.

A new video had been produced by BAME women who work in Glasgow Schools. They have highlighted some of their experiences and are encouraging colleagues and young people to support changing the profession and culture of our schools. Work is about to start to develop appropriate activities to support this particular resource.

There are a number of strands related to the development of curriculum resources.

- The EAL team now have a strategic remit to support schools in developing aspects of the curriculum. They manage and add to the Equalities GLOW tile which has a range of resources schools can access.
- Our Social Subjects group, led by QIO's Jane Arthur and Sarah Richford, has reviewed the Social Subjects BGE progression framework. This has identified more resources to promote in our schools with a focus on equitable, just and culturally responsive curriculum development.
- Six colleagues have been involved in Education Scotland's Building Racial Literacy programme which looks at change across the curriculum through a race equality and diversity lens. The group members are developing individual action plans, and the course has empowered these leaders to identify and implement anti-racist behaviours and processes in their everyday practice. They are liaising with QIO Samir Sharma on this work and the programme will run again next session with more Glasgow colleagues involved. We would like to develop our version of this programme so that more colleagues can benefit from its learning.
- S Sharma QIO is linking with Dr Stephen Mullen from Glasgow University to explore how his book "It Wasnae Us" could be used to develop resources. The focus of the book is Glasgow and its involvement in slavery. We will also explore professional learning for staff in this area.
- S Richford QIO is linking with Edinburgh University on a Teaching Slavery resource.

- EEWG member Claire Harker, Headteacher at St Alberts Primary School, has given Spotlight presentations on becoming a culturally responsive school and there have been other Spotlight presentations on supporting an anti-racist curriculum from practitioners.

- Leaders of Learning within the EAL have taken on key areas of work across the Equalities sphere. As the team members are also linked to establishments, this supports the Equalities agenda at an establishment level city wide.

Our Educational Psychologist colleagues have completed work on a race equality questionnaire with young people in nine Glasgow secondary schools. There have been follow up focus groups with young people. The findings from this are being collated and the learning will be used to support the work of the EEWG and shared with schools.

A number of schools have established anti-racist groups and are using their schools twitter accounts in particular to highlight their activities. This is being shared through the Equalities specific feed.

During Black History month we are planning to have a week of various events to celebrate the diversity in our schools and to learn more about how we can challenge racism. This event will be called PARTIE22 – Promoting Anti-Racism Together in Education. There will be events for young people in the City Chambers which councillors will be invited to. These will include workshops with anti-racist themes, a showcase of work schools are doing in relation to anti-racist messages and activities with young people presenting these, in person events for young people and staff and 'Spotlight' events on tackling racism in schools and anti-racist curriculums. We have linked with Glasgow Film Theatre to promote events which schools will be able to attend. We will be promoting the event using the theme 'Being an ally is an action"- Dr Pragya Agarwal.

Last session we recruited five BAME colleagues to acting Principal teacher posts. Of this cohort, two have already successfully secured permanent principal teacher posts. We have just completed the second cohort of PT BAME recruitment for the session 2022 – 2023 and five more colleagues have been appointed Acting Principal Teacher for this session. HR had provided BAME staff opportunities to be involved in recruitment. Together with the EIS, HR also supported online unconscious Bias training in recruitment.

The strong connections with Scottish Government and Education Scotland continue through the Race Equality and Anti-Racism in Education Programme (REAREP). We are linked to two groups, Diversity in the Teaching Workforce" and the QIO Equalities supports the theme – "Supporting Leadership and Professional Learning". We are also linking with other Local Authorities to share our equalities work and learn from them.

2.3 LGBT Inclusive Work

This session we focussed on promoting the Scottish Governments new LGBT Inclusive website. It has a range of resources to support schools and training models. Schools can begin a journey which leads to accreditation and a Glasgow primary school, Castleton Primary School in Castlemilk, was the first to receive accreditation. The website was developed by a number of partners and is hosted by the Time for Inclusive Education campaign TIE. We have strong links with TIE and they have now delivered several Spotlight events to colleagues to promote the website. There are more scheduled for next session.

We continue to support training in schools through our own network of equality trainers and the requests for these has increased over the year.

LGBT Youth Scotland continues to work with some schools to take forward the LGBT Youth Charter. At last count 16 secondary schools (including two ASL schools) and 11 primary schools had achieved Charter Awards or were working towards it.

We were delighted to see the return of our Pride Lite event in June 2022. This is the only Pride event specifically for young people that we are aware of in Scotland. Around 80 young people and staff from Glasgow secondary schools came to the Tramway to enjoy a range of workshops and network with other LGBT young people and allies. The day began with an inspirational presentation by Jordan Daly, Director of the TIE campaign. The event was organised by a group of colleagues led by EEWG colleague Ms McMillan and planning has already started for next session based on feedback from young people at this event.

Last session Education Psychologist colleagues on the EEWG developed a video showing the experience of LGBT young people in Glasgow schools. They are now producing challenge questions so that it can be used as a staff resource.

2.4 Gender Development Activities

As part of the COP 26 education events there was a hugely successful event 'Girls at Cop 26' hosted at Caledonian University and led by Senior Education Officer Andrea Reid and supported by Councillor Annette Christie. Every Glasgow Secondary school sent their S3 girls to a series of events at the University to hear from a panel of speakers about the impact of climate change on women. A group of S3 girls were involved in the initial planning of this too. The focus of the event was Sustainable Development Goals SDG5 Gender and SDG10 Reduce Inequalities. Every panel had four women who were involved in the particular theme under discussion and our young girls were able to listen and engage in discussion. The fortnight event finished with an inspiring message from former Irish president Mary Robinson

In recognition of this event, and the ongoing work in this area, Girls@COP26 won a prestigious sister Cities Award with Pittsburgh for Innovation in Education. To continue the legacy of this work and plan for COP27, EDIS colleagues have already held an event in June with S3 girls to discuss what our next steps should be.

On Tuesday 8th March we were able to hold two events to celebrate International Women's Day. The events had started prior to the pandemic and were run in partnership with the EIS who had organized the first event in the City Chambers in 2018. The first event of the day was an online event open to all Glasgow schools. Dee Mathews, a national organizer for the EIS, spoke about how she had used journaling to support her mental health during the pandemic. The afternoons event was held in the Banqueting Hall and 70 young people and staff attended. The focus was 'Breaking the Bias' which was the global theme for the day. We had a range of speakers including our Executive Director, Councillor Christie, Susan Quinn Chair of the EIS Education committee, and our keynote speaker Professor Susi Mitchell, Programme Director for Glasgow City of Science and Innovation. We also launched the BAME women's video with colleagues from the video attending the event and speaking with the pupils who were there.

The EIS also gave primary schools two books celebrating the achievements of women and children from Tinto primary school produced an excellent video to support schools using these books. A resource went out to all schools to promote different activities across the week so that children and young people could be engaged even if they weren't able to attend events. Lots of schools posted their activities on Twitter and many celebrated the day itself.

2.5 Promoting equalities work

The Equalities Education Services Twitter site was introduced at the start of the session and has 1000 followers….and growing. Amongst others, the EDIS twitter feed also promotes its work to over 4000 followers.

EAL colleagues have developed a GLOW tile which has areas for all the protected characteristics and promotes curriculum resources, documents and information, and organisations that can support children and young people. The link to this is also on the Glasgow Online website which has a number of support documents for staff as well as our policy support document and self-evaluation tool.

The QIO equalities Samir Sharma is linking with the Chair of Glasgow's Parents Forum and has already given presentations to the Forum on equalities issues.

2.4 Anti -bullying policy

Glasgow has a robust anti bullying policy which gives schools clear advice on tacking bullying, including when it is related to any of the protected characteristics. Part of the policy refers to logging incidents on the SEEMIS bullying and equalities module. However, there has been a low response to this over the years. This session our IT partners EDICT supported training on the SEEMIS module. Initially three events were organized. By the end of the session there had been ten in total. We are already seeing an increase in incidents being logged and can use this information to support schools. Work is taking place nationally to have racist incidents recorded separately rather than as a bullying incident.

2.5 Glasgow Pupils City Forum

Following a questionnaire to over 2000 children and young people across Glasgow's schools, equalities was identified as a priority area of work for the Forum. There have already been presentations to the Forum from schools involved in equalities development activities which other schools are learning from. This intersectional approach is complemented by schools who have specific anti-racist, LGBT inclusive and girls' groups. Some of this work will be highlighted in the PARTIE 22 event.

3 Summary

Schools twitter feeds and other social media tools and newsletters highlight the huge amount of equality activities taking place in our schools and across Education Services. Much of this is led by children and young people supported by staff. It continues to gather momentum and is working towards that systemic change we all want to see. As a city and as an Education Service we celebrate our diversity and challenge discrimination. We are doing this in many different ways and using a range of tools and strategies to promote excellence through equity and social justice in our schools and wider communities which they serve.

We will continue to support our schools to prioritise an equalities approach across all their activities and learning, and to ensure that they promote cultures that respect diversity and the rights of children and young people to have a positive educational experience.

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

4 Policy and Resource Implications

Resource Implications:

Financial: Within existing resources

Legal: In line with the equality act

Personnel: As indicated in the report

Procurement: not applicable

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.	Yes Supports Outcomes 12, 13 and 14

What are the potential equality impacts as a result of this report?	Positive impacts
Please highlight if the policy/proposal will help address socio-economic disadvantage.	Through promoting equalities across all our communities we would support improvement in socio-economic disadvantage.

Climate Impacts:

Does the proposal support any Climate Plan actions? Please specify:	N/A
What are the potential climate impacts as a result of this proposal?	N/A
Will the proposal contribute to Glasgow's net zero carbon target?	N/A

Privacy and Data Protection Impacts:	N/A

5 Recommendations

5.1 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.