

East Dunbartonshire Education Authority

The Equality Act (2010) (Specific Duties) (Scotland)
Regulations 2012

Mainstreaming Report 2017

Introduction

The East Dunbartonshire Education Authority is committed to the advancement of equality and the elimination of discrimination in all work undertaken across the teams. This approach accords with the Council's commitment to mainstreaming the General Duty throughout the organisation.

Policies, Practices and Employee Development

The Education Service continued developing and updating strategies, plans policies and procedures, ensuring these are:

- Compliant with the equalities agenda
- Equality impact assessed
- Compliant with legislation that promotes and protects the rights of children and young people.

Anti-Bullying

In the last two years the Education Service has developed and implemented a revised Anti-Bullying Policy. The Policy ensures compliance with the Equality Act and schools were asked to use the SEEMIS bullying and equalities module to record specific instances where bullying was alleged. An 'Anti-Bullying Ambassador' was identified in each school and employee training was provided by Respect Me. This supported an Education Service-wide shift to solution focussed practices and discussion of the impact of behaviours, rather than using the labels of 'bully', 'victim', and 'bystander' etc. Practice changes in light of this Policy revision across all schools has taken place between January 2016 and January 2017.

Early Learning

The Council's implemented a revised Early Years Strategic Plan for 2016-2019. The plan helps deliver additional early learning and childcare entitlements for families as detailed in the Children and Young People's Act. The plan gives a clear focus on extra support for children and their families living in geographic communities which experience poorer life outcomes compared to the rest of the authority.

Early Years employee training is of prime importance to us. A comprehensive programme continued to be provided by the Council and evaluations were very positive. This is reflected in very positive inspection reports by the Care Inspectorate and Education Scotland. This has supported on-going implementation of nurturing approaches across our Early Years establishments, in partnership with the Education Psychology Service. Three Early Years centres have been accredited as Language and Communication Friendly establishments.

Additional Support Needs

Our Education Service records information about our children and young people in respect of gender, age, additional support needs and looked after status. Additional support needs are defined in legislation as being long or short-term and can be due to disability or ill-health, learning environment, family circumstances or social and emotional factors. Reasons for a pupil having an additional support need do not align to any particular protected characteristics; they can cut across many at once or none at all.

There has been a very comprehensive programme for employees and children and young people in relation to additional support needs. The Education Service prepared an Additional Support Needs Strategic Plan in 2015 and again in 2016. This plan is structured around a range of key themes, when implemented, should impact positively to improve the life chances of all children and young people with additional support needs.

All school senior managers underwent extensive training in child protection and 'Named Person' training including an update on the new SEEMIS system which will be used to record targets for children and young people who have additional support needs.

Education Support Teachers were deployed in clusters to provide direct support which is more responsive to the needs of learners. An extensive programme to develop nurturing principles and approaches in all schools and Early Years has taken place across the last two years. All of our secondary schools now have a Wellbeing Support Base. This was accompanied by employee training devised and supported by the Educational Psychology Service and Education Scotland. There is evidence of a positive impact with schools reporting that this is an invaluable resource to support vulnerable young people.

Autism

The Council continued working within the framework of a local multi-agency Autism Strategy. In early 2017 every primary and secondary school participated in a two day Autism Awareness course. All of our schools now have trained Autism Advisors who can provide practical support at class teacher level in their schools.

Accessibility

In 2017 the Education Service began working to revise its Accessibility Strategy for pupils with a disability. This will be structured around how we intend to: increase participation in the curriculum; improve the physical environment of schools; and improve communication with pupils with a disability. Work is underway to deliver training sessions for employees in all schools in spring/summer 2017.

Health and Wellbeing

In order to ensure that schools are working to support and promote children and young people's health and wellbeing, we held a multi-agency Health Forum. Eighty-

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two delegates from the Education Service and partner agencies attended this event. Presentations and workshops focused on enhanced nurture, family learning, Promoting Alternative Thinking Strategies (PATHS), physical education and sexual health. This was highly evaluated and there is evidence of a positive impact in schools with a range of programmes provided for children to develop all aspects of health and wellbeing.

Gaelic Language and Culture

The Council's Gaelic Language Plan guided a large number of Education Service based activities. The Education Service continued to promote Gaelic language acquisition, language development and cultural celebration across the last two years with children and young people. This included:

- Choir performance at the Skye Association Ceilidh
- Choir performance at the Bishopbriggs Xmas Lights Switch On
- Choir and Clarsach Group participation at the EDC Christmas Concert
- Choir and Folk Group participation at the Skye Association Concert
- Gaelic Medium trips to Edinburgh
- Cuach na Cloinne (Gaelic Football Tournament)
- Gaelic Drama Festival
- Choir performance at the Glasgow local Mod
- Strathkelvin Shinty Club and associated Tournaments

Sradagan, a Gaelic medium youth club for children in P1-7, also continued to run on Wednesday nights. Sradagan offers games, craft and various other activities. Sradagan encourages children to use Gaelic with their peers in an informal setting.

Between August 2015 and August 2016 the numbers of children enrolled in the Gaelic unit of Meadowburn Primary School was 63 and the number of children enrolled in the Gaelic Nursery at Meadowburn was 22. We were also able to add an extra Gaelic primary school class for the beginning of the 2016-2017 session due to demand.

Community Learning

Work to support individuals' access employment and grants to local employers to create new jobs for young people has contributed to addressing unemployment rates. In September 2015 we launched the Scottish Employer Recruitment Incentive after being awarded 25 places by the Scottish Government.

The new City Deal Working Matters project started in September 2015 which is providing support to long term unemployed individuals with health issues.

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The team also continued to support young people and adults improve their skills and confidence. This has included classes for adult literacy and numeracy learners, provision of English for Speakers of Other Languages and ICT learning.

Supporting young people's employability needs has remained a key priority through our 'Opportunities for All' personalised support to 16-19 year olds. A number of innovative approaches to working with young people have been developed including a week long sailing residential through the Ocean Youth Trust.

Youth Work

A range of youth work services has been provided across East Dunbartonshire. Preventative work in schools has focussed on drugs and alcohol and violence against women. Around eleven youth clubs have operated on a weekly basis across a range of community settings.

Our local Youth Councillors were elected in 2015 and have been supported throughout the two years to address topics of interest to young people in East Dunbartonshire. Our MSYP's have also been supported to attend Youth Parliament sittings.

Partnerships

Holocaust Memorial Day

All schools were encouraged to commemorate key equality events, dates and competitions demonstrating a commitment to promoting good relations amongst our employees and young people. In 2016 and 2017 the Education Service took a key role in planning and hosting Scotland's national Holocaust Memorial commemorative event. This was delivered in Partnership with Interfaith Scotland. Over 500 of our children and young people took part in a week long programme of school based events combining powerful testimonies, music, art, dance and drama. The events allowed children and young people to learn about the Holocaust and subsequent genocides across the world; raising awareness of discrimination and prejudice which caused and perpetuated atrocities.

Mentors in Violence Prevention Programme

In 2016 the Education Service began rolling out the MVP programme in East Dunbartonshire. MVP is a bystander intervention programme which focuses on tackling intimate relationship abuse, harassment, bullying, sexting, and control by increasing leadership skills and empowering Secondary School pupils. MVP aims to

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give young men and women the skills to safely intervene and prevent gender-based violence amongst their peers.

Teachers from three of our Secondary Schools and other agency partners such as Police Scotland and Women's Aid took part in a two day training course in 2016. We plan to build the MVP lessons into the timetable from 2017 onwards.

LGBT Youth Scotland

We continued our partnership with LGBT Youth Scotland across the last two years which has seen inputs and support provided to young people and teachers in all of our Secondary Schools. Work which has taken place includes Hate Crime workshops, 1-2-1 support and advice to young people and school based employees, evening youth clubs in Kirkintilloch and Bearsden, teacher training sessions on dealing with homophobia and peer-to-peer classroom based lessons about prejudice. Two of our Secondary Schools signed up to the LGBT Youth Scotland Charter of Rights. This is helping our journey in Education towards LGBT equality and inclusion and sends a strong message to LGBT employees and pupils that they

Case Study

PRESENT is a co-production project for people living with dementia in East Dunbartonshire. The PRESENT project aims to improve the wellbeing of people living with dementia in East Dunbartonshire: by giving them and their families a voice; by helping them feel more empowered and have more choice and control over decisions which affect them; and most importantly, what they can do to have a better life.

The Intergenerational Community Café takes place at the Mavis Bank Care Home in Bishopbriggs. It is run in partnership with the Dementia Network, East Dunbartonshire Council and Bishopbriggs Academy and is all about promoting dementia awareness. The pupils from Bishopbriggs Academy spend time with residents and reminisce over memories and the times gone by. Residents show pupils old memory items and explained their significance to them.

Anticipated outcomes for pupils include increased confidence, self-esteem and understanding, overcoming stereotypes. For the residents, they feel that the young people are interested in them and feel valued, part of the community, are seen as a person, and that their experience and life was important. People in care homes wanted opportunities to socialise more.

The Community Cafés have enabled the building of friendships between the young people and care home residents. In the meantime, the care home has opened up the Café to other care homes in East Dunbartonshire. The young people have gained life skills and the people in the care home feel valued.

are included, valued and supported.

Consultation and Engagement

The Education Service consulted a wide cross section of stakeholders across the last two years using a range of methods. This has included our Early Years parents and carers, children and young people who are looked after in foster care placements or in Ferndale Residential Unit and parents of children and young people with a disability. The Education Service consults with other key stakeholders who represent people of a variety of ages, ethnicities, religions, sexual orientations genders and people with disabilities. Bodies and organisations included are the East Dunbartonshire Equality Engagement Group, Parent Council Forum, Children's Panel, LGBT Youth Scotland and other voluntary sector organisations.