

Education Equality Outcomes 2021/25

Development Area	Description	Update	Status
Outcome 1: Improve the educational attainment of black and minority ethnic pupils			
1.1 Respond to the Scottish Government Working Group outcomes	Education and awareness-raising - Respond to the Scottish Government (SG) Working Group outcomes in relation to anti-racist education and race equality	Complete and a continued focus in the Service Improvement Plan	Complete
1.2 Support schools to review the curriculum	Curriculum review - Support schools to review the curriculum content to ensure it meets the needs of black and minority ethnic pupils	Schools have been supported to review the curriculum content to ensure it meets the needs of black and minority ethnic pupils. They have mapped across their existing curriculum where there is a focus on equalities and protected characteristics to ensure this is in place or identify where there are gaps	Complete
1.3 Provide training and awareness-raising	Training and awareness-raising - Provide training and awareness-raising for all establishment leaders regarding race equality alongside equalities legislation	An inclusive curriculum conference was helped for all school leaders in Sept 22. The key focus was on strategies to build racial literacy.	Complete
1.4 Engage with the Council's Historic Links to Slavery Working Group	Decolonisation of the curriculum - Engage with the Council's Historic Links to Slavery Working Group in order to decolonise the curriculum and support race equality through ensuring that the history and culture of the black, Asian and minority ethnic community is represented	The trans Atlantic slave trade topic was written and delivered; and will continue to be revised as required for future delivery.	Complete
Outcome 2: Reduce identity-based bullying and harassment in our educational establishments			
2.1 Promote the General Teaching Council for Scotland	Professional development opportunities for teachers -	This has been done via our weekly briefings to all establishments and will be shared again at Heads of Establishment meetings	Complete

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(GTCS) Equality and Diversity Hub	Promote the General Teaching Council for Scotland (GTCS) Equality and Diversity Hub which consists of a range of resources to support professional learning on the issue, including a Professional Guide for teachers, information on two professional learning modules created in collaboration with the University of Dundee, and a number of case studies and resources based on the Protected Characteristics		
2.2 Support the roll out of the revised Inverclyde Anti-Bullying Policy	Policy implementation - Support establishments with the roll out of the revised Inverclyde Anti-Bullying Policy which includes an explicit commitment by the Council to tackle prejudiced-based bullying	The Anti-Bullying Policy is now in active use in our education establishments.	Complete
2.3 Review and agree a clear policy and protocol on the monitoring of identity-based incidents	Racist incident monitoring - Review and agree a clear policy and protocol on the monitoring of identity-based incidents	There is no sign of updated national guidance being given in relation to the recording of incidents. Therefore the Service will continue to record as is our current practice, using SEEMIS.	In Progress
2.4 Support schools to prepare for the incorporation of the UNCRC	Compliance with the Council's obligations in respect of the UNCRC - Support schools to prepare for the incorporation of the UNCRC from October 2021, as outlined in the Council's UNCRC Action Plan	We continue to support schools in numerous ways to ensure that they are responding to the UNCRC incorporation.	Complete
Outcome 3: Reduce the attainment gap for pupils with additional support needs			
3.1 Devise a strategy for the delivery of the Scottish Attainment Challenge 2	Implementation of the Attainment Challenge 2 - In line with emerging Scottish Government (SG) guidance, devise a strategy and plan for the local delivery	A new plan for the SAC refresh was completed, submitted to the Scottish Government and implemented.	Complete

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	of the Scottish Attainment Challenge 2		
3.2 Continue to develop vocational programmes and pathways	Development of vocational programmes and pathways - Continue to develop vocational programmes and pathways, in order to sustain and further improve the higher positive destination outcomes for pupils with ASN who leave Inverclyde schools	This is ongoing and continues to be an area of focus.	In Progress
3.3 Develop capacity to support families of pupils with ASN	Improved pupil attendance - Continue to support schools to develop capacity to support families to improve the attendance of pupils with ASN, with a focus on early years and secondary pupils with ASN	This is ongoing and we have supported the establishment of the ASN parents group. We have good links with them and will continue to support and engage with their work.	Complete
3.4 Improve pathways across the senior phase for pupils with complex ASN	Improved pathways for senior phase pupils with complex ASN - Work with partners and stakeholders to improve pathways across the senior phase for pupils with complex ASN to ensure improved positive and sustained destinations	This work is ongoing and will form part of the Education Service Improvement plan in 24/25	Complete