

EAST AYRSHIRE COUNCIL

EDUCATION COMMITTEE – 7 NOVEMBER 2006

RACE EQUALITY ACTION PLAN UPDATE

Report by Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform Members of the Education Committee of progress in implementing the Race Equality Action Plan and to approve the Plan up to 2008.

2. BACKGROUND

- 2.1 As part of the Council's approach to implementing the Race Relations (Amendment) Act 2000 the Council required to publish and implement a Race Equality Scheme. One of the responsibilities arising from that Scheme is for each service department to produce a Race Equality Action Plan. The Council approved a report on 8 December 2005 which set out a review of the Race Equality Scheme 2002-2005 and approved the Race Equality Scheme 2005-2008.
- 2.2 The Action Plan presented to Education Committee of 8 November 2005 provided Members of the Education Committee with information regarding progress in relation to the 2002/2005 Action Plan. At that stage all key aspects of the Plan were well developed.

3. MONITORING

- 3.1 Monitoring of data by ethnicity is built into the performance management arrangements of educational services. The undernoted sets out key performance data.
- 1.3% of children and young people attending school, are from a black or minority ethnic background, where ethnic origin was stated. This is consistent with last years figures.
 - 0.7% of exclusions were from young people where ethnicity was known. This is consistent with last year.
 - There were no violent incidents involving a child or young person where ethnicity was known.
 - 1.1% of children in receipt of free school meals, were from a black or a minority ethnic background, where ethnicity was known. Ten (28%) of these children were gypsy travellers.
 - 75 adults were assisted where English is a second language.
 - There were 20 racist incidents in establishments. This is a reduction from 24 in 2004/05.

3.2 As part of the departments review process the Model Race Equality Policy for schools and early years establishments has been updated. This is available at the Members Information Point.

4. ACTION PLAN

4.1 The proposed Action Plan to 2008 is attached as Appendix 1. The format of this may be reviewed when the new disability and gender equalities duties are introduced.

5. NEW DUTIES

5.1 New duties are being progressively placed on public sector bodies and in December 2006 there will be a requirement for the Council to produce a Disability Equality Scheme and by April 2007 a Gender Equality Scheme requires to be put in place. The Chief Executive is currently chairing an Equalities Strategy Group which is considering the implications of these two new duties. Departmental responsibilities arising from these will be brought to a future Education Committee for their consideration.

6. FINANCIAL IMPLICATIONS

6.1 Monitoring and evaluation is routinely built into the core business of the department. However, in order to retain a sharp focus on equality issues the opportunity is taken to fund specific initiatives and projects which raise awareness of equalities and cultural diversities. Funding for these initiatives are generally identified within the resource allocation to the department or attract external funding.

7. LEGAL AND POLICY IMPLICATIONS

7.1 Recommendations set out in the Committee report comply with the requirements laid down by the Race Relations (Amendment) Act 2000 and associated statutory and non-statutory codes of practice.

8. COMMUNITY PLANNING IMPLICATIONS

8.1 Monitoring, evaluating and promoting race equality and diversity is consistent with and supports the promotion of social justice and social inclusion, one of the five guiding principles inherent in East Ayrshire's Community Plan.

9. RECOMMENDATIONS

9.1 It is recommended that Members of the Education Committee:

- (i) approve priorities set until 2008;
- (ii) note progress in achieving the priorities set for 2005/06; and

- (iii) ask the Executive Director of Educational and Social Services to return with a progress report on an annual basis.

Graham Short
Executive Director of Educational & Social Services

13 October 2006
KG/SR

LIST OF BACKGROUND PAPERS

1. Education Committee 1 April 2003: Race Relations (Amendment) Act 2000.
2. Education Committee 14 September 2004 : Race Equality Action Plans.
3. Council Meeting 8 December 2005: Review of the Race Equalities Scheme 2002-2005 and the Race Equality Scheme 2005-2008.

Members wishing further information should contact Kay Gilmour, Head of Community Support, Tel: (01563) 576104.

IMPLEMENTATION OFFICER: KAY GILMOUR

RACE EQUALITY ACTION PLAN PAPER

A ACCESSIBLE SERVICES

ACTIVITY	ACTION	BY WHEN
Provision of information to assist children and young people and adults access services.	Key information in accessible formats	Ongoing
Support to access services for people whose first language is not English.	Access to interpreting services	Ongoing

B STAFFING

ACTIVITY	ACTION	BY WHEN
Staff appropriately trained in equality and diversity issues	(i) All staff to have an equality and diversity briefing.	2007/08
	(ii) Equalities Seminar held for senior managers.	2006/07
	(iii) Equalities built into induction programmes	2007/08
Equalities and diversity built into training materials, courses, and other staff development.	Staff development materials and courses equalities proofed.	2007/08

C LEARNING AND TEACHING

ACTIVITY	ACTION	BY WHEN
Curricular materials	(i) Introduce a curricular design checklist	2007/08
	(ii) Descendents of All Worlds' Hearstone photo documentary project with a selected number of schools and youth projects.	2006/07
	(iii) Introduce the Glasgow Anti Racism Pack to Early Years and Primary Schools.	2006/07
	(iv) Ensure the delivery of adult literacy and numeracy programmes to support individual learning needs.	ongoing

D COMMUNITY CAPACITY

ACTIVITY	ACTION	BY WHEN
Provide support to ethnic minority community groups to develop their capacity	(i) develop capacity of community organisations to deliver services	Ongoing
	(ii) monitor the support given to community groups and identify gaps	2006/07
	(iii) be responsive to the changing population to ensure support is given to the development of new community groups	2007/08
	(iv) Ensure through contractual and monitoring arrangements that independent sector providers meet the needs of service users from minority ethnic backgrounds.	Ongoing

E CONTINUOUS IMPROVEMENT

ACTIVITY	ACTION	BY WHEN
Analysis used by senior managers to inform future policy and practice	Performance data monitored and analysed by ethnicity	Ongoing
Improvements in service delivery made as a result of complaints.	Complaints monitored as part of performance management arrangements.	Ongoing

F SELF EVALUATION

ACTIVITY	ACTION	BY WHEN
Audit provision for promoting racial equality within the curriculum	Undertake audit using Promoting Racial Equality in Your School – An Audit Toolkit (CERES)	June 2007
Evaluate quality of provision using frameworks within the HGIOS series	Establishments to agree and carry out evaluation of: <ol style="list-style-type: none"> 1. Promoting Racial Equality 2. Educational Provision for Bi-lingual Learners 3. Education for Citizenship 4. International Education 	4 year cycle of evaluations
Audit and evaluate	EFQM and Service Review processes.	Annual cycle of EFQM assessments. Agreed programme of Service Reviews.