

Action Number	Action	Key milestones and timescales	Progress report – action to date, including discussion of progress against milestones and timescales	Outcomes to date (where relevant)	Parent Reference Group Comments	RAG	UNCRC Links	Lead responsibility for delivery	Lead Officer
Process									
Improving the processes									
A1	Identification and Support for Staff EqCos in each school and setting	Check that all schools and settings have Eq. Co-ords - update contact list. Arrange regular Eq. Co-ord. network briefings by Jan. 2021. Arrange training to address specific training needs: Anti-bullying & prejudice procedure & Tackling Racist Incidents guidance by Nov/Dec. 2020; SEEMIS Bullying and Equalities module by October 2021.	Contact list updated Jan. 2021. Initial calendar of briefings set up Jan. 2021. Information shared at briefing and to SLT with Equalities Remit - Feb. 2021 Initial Training on strengthened procedure and supplementary guidance on TRI completed Nov/Dec. 2020.		What is the demographics of the staff EqCos	On track		ASL	Annemarie Procter
A2	Identification and support for Pupil EqCos	Guidance for setting up Pupil Eq. groups by Sep. 2020. Establish pupil contacts in every school. Deliver workshops for staff supporting pupil-led groups by June 2021.	Guidance for setting up Pupil Eq. groups shared Sep. 2020. Pupil contacts in every school established January 2021. Workshops for staff in development (May 2021).		What is the demographics of the pupil EqCos	On track		QICS	Michelle McLean/Stephen Gilhooley
A3	Ensure that all school Eq Action Plans are progressing	audit by QIEOs on submission of S & Q reports June 2021			Considered response to equalities. Has the decision been taken to focus on gender or will all protected characteristics be considered? Intersectionality? The grant guidance states the gender	On track		QICS	Jackie Reid Darren McKinnon Iona Brockway
A4	Ensure that the strengthened procedure for Preventing and Responding to Bullying and Prejudice amongst Children and Young People' and the new guidance on tackling racist incidents is embedded	Training for Staff Equality Co-ordinators by Dec. 2020; training for PSAs by Jan. 2021; cover in Race Equality Seminar for Leaders by May 2021. Include in School Renewal Planning for 2020-21 and 2021-22. Training for parents by May 2021. Procedure to be approved by Cttee May 2021.	Training for Staff Equality Co-ordinators delivered Nov/Dec. 2020; PSA training delivered January 2021; Race Equality Seminars for Leaders delivered April/May 2021. Included in School Renewal Planning for 2020-21 and 2021-22.		High level of concern amongst BAME parents about racism and how it is dealt with. Some parents not aware of how they can escalate concerns if not satisfactorily addressed with school.	On track		ASL	Annemarie Procter
A5	Training for staff on tackling racist incidents	Learning sets training for key staff in secondary: Deputes and PSLs. Primary: DHTS and PTs by June 2021.	Revised timescale: October 2021		Parents stress that this is very important.	Delayed/ Revised Timescale		ASL	Annemarie Procter
A6	Work with YEA to ensure young people are aware of revised processes							LL	John Heywood
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Management									
We will improve how incidents of bullying and racism are managed and supported									
M1	Training and Support for Senior Leaders to embed an anti-racist perspective	Deliver Creative Conversation: Beyond BLM October 2020. Deliver Race Equality Seminars for Leaders. Dates for Primary 29/04/2021 6/05/2021 10/05/2021 Dates for Secondary 27/04/2021 Dates for Special - see note Dates for ELC - tbc	Creative Conversation delivered October 2020. Secondary seminar completed April 2021- no. of HTs attended?; evaluation? Primary seminars - 1 out of 3 completed to date - no. of HTs attended?; evaluation?			On track		QICS	Lorna French
M2	Scrutiny of anti-bullying/prejudice statistics	Monitor statistics by protected characteristics and other factors at least termly. Session 2020-21: September, December 2020, February, April, June 2021.	Statistics reported at Equalities Steering Group and ECF Committee session 2020-22. Shows an increase in bullying and prejudice-related incidents which may be due to 1. improved recording; 2. better reporting due to pupils being more aware and confident. It is not possible to say if this reflects an increase in no. of incidents as we don't currently have accurate baseline data.			On track		ASL	Annemarie Procter
M3	Training to improve handling of complaints of racism	Need clarification on this one - Stage 2 complaints? See A5 above.						ASL	Annemarie Procter
M4	Sampling of school record keeping for bullying and prejudice-based incidents in partnership with other agencies (Police)	Police PIP team identify sample incidents; LA verify records for these incidents at school level - by June 2021.	April 2021 - PIP team identifying sample incidents.			On track		ASL	Annemarie Procter
Curriculum									

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We will develop better approaches to providing a Rights-Based and Decolonised Curriculum									
Cm1	Develop staff network to revise and review curriculum	Establish staff reference group.	Staff reference group established... (2 meetings so far)			At Risk		ASL & ? (this would be stronger jointly)	
Cm2	Support partners to work with schools to review curriculum, e.g. Edinburgh Caribbean Association, ScotDec, IYS. - see also Cm6.	Secondary: pilot IYS Pro-Black and Anti-Racist Young Ambassadors programme (incl. curriculum advice) in 2 schools (2020-21); extend to additional schools in session 2021-22. Create guidance for schools to approach reviewing the curriculum by August 2021.	IYS Pro-Black and Anti-Racist Young Ambassadors Programme - curriculum work ongoing session 2020-21-22.			At Risk		ASL & ? (this would be stronger jointly)	
Cm3	Support and develop Saroj Lal Award	Develop award; launch award August/September 2021; judging panel; first award ceremony	May 2021: award developed by Creative Learning Team, in collaboration with Vineet Lal. Planning in progress for launch incl. communications.			On track		LL	Linda Lees
Cm4	Support and develop Heartstone	Pilot Heartstone Story Circles with 10 classes from April - Dec. 2021.	Heartstone training delivered April 2021.			On track		ASL	Annemarie Procter
Cm5	Collate and develop materials for pupils Ensure the curriculum reflects equalities duties.	Create Inclusive Curriculum resource database by Sep. 2020. Identify Curriculum Lead Teacher by June 2021. Create unit of work on Saroj Lal by Dec. 2021.	Inclusive Curriculum resource database launched Sep. 2020.			At Risk		ASL & ? (this would be stronger jointly)	
Cm6	Develop further training for staff	Develop training for secondary schools with Pran Patel to be available in session 2021-22. Work with ScotDec to develop training offer for primary schools to be available in session 2021-22.	Secondary training - update from SK? Primary training - work with ScotDec in early stages.			At Risk		ASL & ? (this would be stronger jointly)	
Culture									
We will improve the culture to protect all characteristics									
CI1	Provide guidance for pupil participation to embed anti-racist perspective, e.g. school uniform	To be scoped out for Session 21/22						LL/QICS	
CI2	Annual Equalities Youth Summits per sectors	To be scoped out for Session 21/22						LL/QICS	John Heywood/Stephen Gilhooley
CI3	Support cultural organisations to work with parent councils	To be scoped out for Session 21/22						ASL	Annemarie Procter

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