



**Locality NE & SE Group**

Meeting Details			
<b>Date of Meeting:</b>	18 August 2020	<b>Location:</b>	Via Microsoft Teams

Meeting Attendees Present	
Name:	Position Held:
Jack Simpson (Chair)	Senior Education Officer (CEC)
Lorna French	Senior Education Manager; Schools and Life Long Learning
Anna Gray	Quality Improvement Manager (Special Schools)
Alison Humphreys	Quality Improvement Education Officer
Marie Lyon	Quality Improvement Education Officer
Jackie Reid	Quality Improvement Manager (Primary Schools)
Annemarie Procter	Equalities Lead Officer
Bethan Owen	Quality Improvement Education Officer
Alex Ramage	Parent Rep Education Committee <a href="mailto:parentrep.edin@gmail.com">parentrep.edin@gmail.com</a> Liberton HS
Jennifer Longstaff	Broughton Primary School PC
Natasha Lee-Walsh	Taobh na Pairce (Co-Chair)
Emma Gieben-Gamal	Portobello High School PC
Vikki Bruce	Portobello High School PC
Thea McMillan	
Ailsa McIntosh	James Gillespie's High School PC

Apologies Received	
No Apologies noted.	

## 1.Introductions

Jack Simpson (Chair) advised attendees that this was the second in a series of NE & SE Locality Meetings taking place using Microsoft Teams.

## 2. School Recovery Planning Equalities, Equity and inclusion

Lorna French Senior Education Manager; Schools and Life Long Learning provided an in-depth explanation of the Equalities, Equity and inclusion strategy within the School Recovery Plan.

The objectives of this strategy are Equalities in Schools: Black Lives Matter - Council and Education Objectives, the revised Anti-Bullying Policy and Racist Incidents. Also included in this strategy is Closing the Gap (Covid) and Equity – Pupil Equity Fund (PEF).

Lorna further discussed anti-racism and” Black Lives Matter” noting that CEC are aware that more needs to be done to tackle this in the wider community. Lorna also noted that an investigation had been launched in the Education Department in regard to institutionalised racism.

CEC will also consider carefully in regard to street names, monuments and other CEC assets however careful thought and reflection must be afforded to these issues before any action is taken.

HR are also looking at this issue to establish if the BAME community is appropriately represented within CEC.

CEC are working with an external Expert Advisor, Police Scotland, a Legal Firm and our own Legal Services.

An Education Steering Group (Equalities) has been set up and Annemarie Procter (Equalities Lead Officer) and Depute Head Teach ASL as Lead Officer. She advised that Head Teachers are required to complete an Equalities Action Plan, to help prevent and respond to bullying and racist incidents. Training will be given from “Respect Me”

Annemarie also noted that CEC are keen to include Black History in all subjects - if applicable not only history.

A Parent Rep will be invited to join this steering group therefore if anyone is interested please e-mail Jack who will pass on the request. [jack.simpson@edinburgh.gov.uk](mailto:jack.simpson@edinburgh.gov.uk).

There will be a Lead Officer in each school who will have specialist knowledge and a Pupil Group will be set up. Lorna further discussed the difference between Racist Bullying and Racist Incidents noting that the definition of Bullying is “I feel I am

being bullied” whereas mocking or slighting a person because of race is an incident. Reports of behaviours must be taken seriously and all schools must draft a plan to deal with this.

Head Teachers will complete an action plan as part of the Schools Renewal Programme with a further action plan covering Bullying and Racist Incidents, with training in this regard to all staff including teachers, Pupil Support Assistants (PSAs) and all school support staff. The Head Teacher will also ensure there is an Equalities Lead Officer within the school.

Professional learning around the curriculum will also be given in relation to how Black Culture is taught appropriately.

Part 2 of this strategy is Closing the Gap. Jackie Reid (Quality Improvement Manager) advised that the first part of this was Wellbeing Week, during which a small number of young people took part. They were evaluated at the beginning of the week and then again at the end. The young people involved were able to tell us that in the main they were looking forward to returning to school but were concerned that when starting high school, they would not know the layout voicing concerns about hand washing and crowded areas, etc. Most also noted concerns regarding how they would achieve in their learning once they returned to school and were concerned that they may have fallen behind. There were also concerns raised about how they could tell teachers if they didn't understand and how they could be assisted if the teacher must remain 2 metres away from them. Further assessment for all will be at school level and conclusions drawn from this.

Jackie noted that it is vital that young people are enabled to close any identified gap both in Literacy and Numeracy and Health and Wellbeing.

CEC have recruited 28 additional primary school teachers (with further recruitment planned), 9 special school teachers along with 23 secondary teachers. All will be on fixed-term contracts funded by the Scottish Government. Added to this are Active Schools Co-ordinators, Sports Development Officers and Swimming Instructors who will be utilised in targeted schools.

Intensive training was undertaken during week commencing 10 August which included H&S and the mandatory Child Protection Briefing.

The Pupil Equity Fund (PEF) was discussed, Alison Humphreys Quality Improvement Education Officer noted the PEF awarded by the Scottish Government which has been available for the last 3 years approx. This is aimed at closing the poverty-related attainment gap. Schools make the decision as to who is in need.

Alison noted that schools have asked for further support on the structure of spend and impact analysis. A publication for schools has been completed to assist with this process. Head Teachers will focus on specifics – staffing and digital devices.

Delegates discussed PEF. Lorna noted that the funding for this had been allocated for 2020 and 2021 and is based on the number of pupils receiving free school lunches. Officers are working in the community to try to ensure the appropriate benefits are being claimed.

### 3. AOCB

Jenni Longstaff asked why the criteria for free lunches/uniform grant been lowered during Covid? Not all families have been notified if they have not qualified despite getting funding for lunches during lockdown

Thea McMillan asked if there also a plan to target Health and Wellbeing for pupils with additional support needs and disabilities. Lorna advised that there will be continuous assessment & guidance specifically from the "Curriculum for Excellence" Assessments which will be made for Literacy, Numeracy and Health and Wellbeing. Thereafter decision will be made by the school.

Ailsa McIntosh discussed James Gillespie's, noting BLM and Scotland's legacy - JGHS is named after a tobacco merchant at a time when enslaved people were working in tobacco plantations and staff/parents/pupils was are increasingly asking questions about this, about the appropriateness of the name, and about owning this history more honestly. Would it be possible to have a conversation about how the school, the school community and CEC can think this through together?

Alex questioned if CEC are planning to use the additional teaching staff as support if blended learning has to be used. Lorna advised that work has been completed on a package of Digital Teaching and Learning which schools can dip into if required. In the event of future citywide or local lockdown situations varying approaches will be required.

Alex suggested adding FAQs to our Facebook Page as a method of getting information out to all and felt it would be a useful thing to do.

There being no further questions Jack closed the meeting and thanked all for attending.

Addendum:

Links to resources related to BLM issues, suggested by parent attendees and agreed as useful to circulate with the minutes are as follows:

<http://uncover-ed.org/>

[https://www.woodmansterne.lambeth.sch.uk/docs/Votesforschools\\_KS1\\_Standig\\_U\\_p\\_AB\\_.pdf](https://www.woodmansterne.lambeth.sch.uk/docs/Votesforschools_KS1_Standig_U_p_AB_.pdf)

[https://www.woodmansterne.lambeth.sch.uk/docs/Votesforschools\\_anti-racism\\_KS2\\_GE\\_.pdf](https://www.woodmansterne.lambeth.sch.uk/docs/Votesforschools_anti-racism_KS2_GE_.pdf)

[https://www.woodmansterne.lambeth.sch.uk/docs/BAME\\_books.pdf](https://www.woodmansterne.lambeth.sch.uk/docs/BAME_books.pdf)

[https://www.woodmansterne.lambeth.sch.uk/docs/Diverse\\_Picturebooks\\_BLM\\_QR\\_Codes.pdf](https://www.woodmansterne.lambeth.sch.uk/docs/Diverse_Picturebooks_BLM_QR_Codes.pdf)

<https://www.bbc.co.uk/newsround/52936388>

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<b>Next Meeting</b>		
<b>Date</b>	<b>Venue</b>	<b>Time</b>
<b>10/09/2020</b>	<b>Microsoft Teams Meeting</b>	<b>6-8pm</b>
<b>Topic</b>	Teaching, Learning (including Digital) & Assessment	