

Outcome 1: Ensure the curriculum meets the needs of black and minority ethnic pupils

Development area	Action	Due date	Update – January 2023	Lead Officer
Educ EO1: Respond to the Scottish Government (SG) Working Group outcomes	Education and awareness-raising - respond to the SG Working Group outcomes in relation to anti-racist education and race equality	31 March 2025	Good progress is being made by the local working groups despite the fact that there is still limited output from the national Race Equality and Anti-Racism in Education Programme Group.	Michael Roach, Head of Education
Educ EO1.2: 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	31 March 2025	Ongoing work is in place to support schools to review their curriculum to ensure inclusivity. A S2 unit of study regarding the Transatlantic slave trade is now written and ready to be taught to all S2 pupils this year. All clusters will be supported to examine their curriculum to ascertain the progression to and from this topic.	
Educ EO1.3: Provide training and awareness-raising	Training and awareness-raising - provide training and awareness-raising for all establishment leaders regarding race equality alongside equalities legislation	30 June 2022	An inclusive curriculum conference was held for all school leaders in September 2022. The key focus was on strategies to build racial literacy.	
Educ EO1.4: Engage with the Council's Historic	Decolonisation of the curriculum - engage with the Council's Historic Links to Slavery Working Group in	30 June 2022	This work is ongoing and, as a result, the S2 topic to teach every S2 pupil about the	

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Links to Slavery Working Group	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		Transatlantic slave trade is now complete and ready to be implemented.	

Outcome 2: Reduce identity-based bullying and harassment in our educational establishments

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Educ EO2.1: Promote the General Teaching Council for Scotland (GTCS) Equality and Diversity Hub	Professional development opportunities for teachers - promote the 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	31 December 2022	This has been done via our weekly briefings to all establishments and will be shared again at Heads of Establishment meetings in January 2023.	Michael Roach, Head of Education
Educ EO2.2: 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	30 June 2022	The Anti-Bullying Policy is now in active use in our education establishments. There is no further need for ongoing support. It is due for renewal in November 2024.	Laurence Reilly, Principal Educational Psychologist

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	commitment by the Council to tackle prejudiced-based bullying			
Educ EO2.3: 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	31 December 2021	We are still awaiting national advice about the use of SEEMIS (the education management information system) in this regard. However, we have a revised system for tracking identity-based incidents centrally. Ongoing work needs to be done to ensure that establishments are recording these incidents accurately.	Michael Roach, Head of Education
Educ EO2.4: Support schools to prepare for the incorporation of the United Nations Convention on the Rights of the Child (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	31 December 2021	We are still awaiting further guidance from the SG regarding the incorporation of the UNCRC into Scottish Law. Ongoing support for schools is in place.	

Outcome 3: Reduce the attainment gap for pupils with additional support needs (ASN)

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Educ EO3.1: Devise a strategy for the delivery of the	Implementation of the Attainment Challenge 2 - in line with emerging SG guidance, devise a strategy and	31 March 2023	A new plan for the first year of the SAC refresh has been completed, submitted to the SG and is now being implemented with the end of this first year being April 2023.	

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Scottish Attainment Challenge (SAC) 2	plan for the local delivery of the SAC 2		Further work is being carried out to identify the plan for 2023/27.	Michael Roach, Head of Education
Educ EO3.2: 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	31 March 2023	This piece of work is ongoing as part of the Senior Phase Action Plan and is the focus of each of its three work streams.	
Educ EO3.3: 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	31 March 2025	A new Education Officer for Inclusion has been in post since September 2022 alongside a new Virtual Head Teacher for care-experienced young people. Ongoing work from various teams is in place to provide support for families of pupils with ASN, alongside a range of partners, for example, Barnardo's. Links have also been made between parents keen to support this agenda and colleagues/parents in the Health and Social Care Partnership. A new event is being planned to showcase post-school options for ASN pupils and their families.	
Educ EO3.4: 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	31 December 2022	Good progress is being made with this aspect of the Senior Phase Action Plan.	

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	improved positive and sustained destinations			