

Anti-bullying and Equalities Toolkit for Early Years and Primary

Outline of areas to be addressed with information on appropriate resources and interesting practices

As a Department, we aim for all our establishments to

- *give clear messages about accepting difference and rejecting prejudice*
- *provide age-appropriate facts to counter myths and stereotypes.*
- *be open and willing to raise and discuss (age- appropriately) issues of gender, race, disability, faith, age and sexual orientation*

Schools have specific and general legal duties in respect of most of the areas described below. For further information, go to egfl.net/equalities

Equalities Staff can be contacted on 0131 469 3370

Area	Example areas for action	Resources to help further	Interesting Practice
Promoting Equality and Diversity - General	<p>Evaluate school policies in line with CEC Education Equality Policy 2008 - 2012.</p> <p>Whole school CPD on equality and diversity.</p>	<p>Creating Confident Kids Resource packs on Equalities - http://www.edinburgh.gov.uk/internet/Learning/Learning_publications/CEC_creating_confident_kids</p> <p>Six activities for promoting positive attitudes with early years- http://www.ltscotland.org.uk/antisectarian/activitiesandlessons/earlyyears/sixactivityideas/index.asp</p> <p>Persona Dolls - www.persona-doll-training.org/</p> <p>Unlearning Discrimination in the Early Years - http://www.amazon.co.uk/Unlearning-Discrimination-Early-Years-Babette/dp/1858561221</p> <p>Early years story books on diversity and family structures. Available from: cleo.jones@edinburgh.gov.uk</p> <p>Education Equality Policy can be found here - click on "Guidelines and Policies" - http://cec.intra.edinburgh.gov.uk/cfequalities</p>	<p>Schools have included equality and diversity as part of whole school improvement planning days.</p>

		<p>LTS resources - http://www.ltscotland.org.uk/inclusionandequality/index.asp</p> <p>Multiverse - Resources and information aimed at teachers addressing range of diversity issues http://www.multiverse.ac.uk/</p>	
Bullying	<p>Evaluate and review anti-bullying policy.</p> <p>Whole school CPD opportunities.</p>	<p>Anti-bullying week resources - www.antibullyingweek.co.uk</p> <p>Creating Confident Kids Resource packs on Bullying http://www.edinburgh.gov.uk/internet/Learning/Learning_publications/CEC_creating_confident_kids</p> <p>Assertiveness for Children - http://www.kidscape.org.uk/parents/assertiveness.shtml</p> <p>Lets Stop Bullying pack - http://www.betterbehaviourscotland.gov.uk/knowledge/teacher_to_pupil/research/_718/default.aspx</p> <p>Leaflet for parents or carers of children who bully - http://www.kidscape.org.uk/parents/mychildisabully.html</p> <p>Cyber Bullying - advice for staff and parents, including downloadable leaflet- http://www.respectme.org.uk//cyberbullying/cyberbullying.html</p> <p>RespectMe- national anti-bullying organisation - www.respectme.org.uk</p> <p>Childline - resources for teachers-</p>	<p>S3 pupils at St. Augustine's scripted a play and organised drama workshops on the theme of anti-racism following their attendance at the ELREC anti-racism conference. The play was performed at P7 induction days to help younger pupils create their own anti-racist message.</p> <p>Pupils and parents at Drummond were actively involved in reviewing and developing the school's "Policy to Beat Bullying".</p> <p>Following the ELREC anti-racism conference, S3 pupils at Broughton set up their own "Equalities Group".</p>

		http://www.nspcc.org.uk/Inform/resourcesforteachers/resourcesforteachers_wda48932.html	
Children's Rights	<p>Consider school policies within framework of the UNCRC.</p> <p>Work towards attaining Rights Respecting Schools Award.</p>	<p>Rights Respecting Schools - Guidance and teaching resources on becoming a "Rights Respecting School" - http://www.unicef.org.uk/tz/teacher_support/rrs_award.asp</p> <p>Scotland's Commissioner for Children and Young People - for information about the UN Convention on the Rights of the Child - http://www.sccyp.org.uk/</p> <p>Workshop materials for children and young people on the UNCRC - http://www.sccyp.org.uk/workshops/index.php</p> <p>Human Rights Teaching Resources - follow link and click on "Education" - http://www.amnesty.org.uk/content.asp?CategoryID=325</p> <p>Human Rights and Curriculum For Excellence - Downloadable booklet - http://www.amnesty.org.uk/content.asp?CategoryID=10420#human</p>	
Disability/Additional Support For Learning	<p>Audit of pupils to identify all pupils with a disability</p> <p>Examine levels of access to all school activities, including out-of-hours and make arrangements to address gaps.</p>	<p>Definition of disability www.egfl.net/equalities/guidelines</p> <p>Disability quiz, answers, next steps and further resources www.egfl.net/equalities go to disability equality</p> <p>Head Teacher Guidelines on Making Reasonable Adjustments http://cec.intra.edinburgh.gov.uk/intranet/Our_Council/Council_policies_and_plans/Departmental%20policies%20and%20plans/Children%20and%20Families/CEC_head_teachers_guidelines;internal&acti</p>	<p>A school has documented the steps taken to include a high-achieving pupil with serious sight impairment.</p> <p>Pupils at Pilrig Park School have achieved Bronze level in Duke of Edinburgh Awards by 4th year and some achieve Silver by 5th year.</p> <p>A school examined its list of pupils with Additional Support Needs against new definition of disability and found many pupils who should</p>

		on=buildframes.action&Parameter=1269000989339 See also Additional Support for learning pages - http://egfl.net/ASL/index.html	have been counted as 'assessed disabled'
Faith and Religion	Evaluate strategies with staff, pupils and parents Review incidents procedures. In-school uptake of CPD training on EAL Materials.	Holocaust Memorial Day Resources - http://education.hmd.org.uk Islamaphobia - DVD and teacher's pack from Show Racism the Red Card - http://www.srrtc.org/shop/index.php?main_page=product_info&cPath=4&products_id=14 Pride and Prejudice - Beyond the Veil by Pakeeza Muslim Women's group (available from Principal Officer Equalities) Promoting Cultural Understanding and Avoiding Costly Misunderstandings. Materials by EAL Service http://www.egfl.net/equalities/race_equality_action_plan/index.html	Schools have invited "Beyond the Veil" Muslim Women's Group to give talk in class about Islam. Drummond held a whole school Holocaust memorial event including a drama production and a question and answer session with a Holocaust survivor.
Gender Equality	Develop policy Examine subject choice, work experience placements and staffing ratios and set targets towards better gender balance. CPD on impact of domestic violence on children.	Gender Equality Toolkit http://www.scotland.gov.uk/Publications/2007/08/30161011/0 Gender Equity in the classroom - A handbook of lesson plans: http://www.ricw.ri.gov/publications/GEH/lessons.htm "Girls, Worms and Body Image" - addressing gender stereotyping - http://www.rethinkingschools.org/archive/14_03/girl143.shtml "Respect" pack and "Career Box" - have lesson plans on addressing gender stereotyping.	Forthview Primary School has a powerpoint for assembly to start a whole-school consideration of Gender Equity issues.
Race	Evaluate anti-racism strategies with staff, pupils and parents	Centre for Education for Racial Equality in Scotland (CERES) -resources and CPD opportunities www.education.ed.ac.uk/ceres	EAL staff run focus groups and targeted group work with BME pupils and students to discuss their

	<p>Identify measures to address any attainment gaps</p> <p>Deliver new curricular programmes.</p> <p>Review incidents procedures</p>	<p>Creating Confident Kids, Equalities Resources - http://www.edinburgh.gov.uk/internet/Learning/Learning_publications/CEC_creating_confident_kids</p> <p>The World United - http://egfl.net/Teaching/World%20United/WUIndex.html</p> <p>EAL Service 469 2890</p> <p>Kick it Out - FIFA equality and inclusion campaign. Curriculum ideas - http://www.kickitout.org/2.php</p> <p>Promoting Cultural Understanding, EAL Service www.egfl.net/equalities</p> <p>Race Equality Toolkit for Schools www.egfl.net/equalities</p>	<p>experiences of racism. Findings have been used to inform improvement plans.</p> <p>Davidson Mains Primary School and EAL PSD Race Equality programme for P6 - 7. Available from EAL Service.</p>
<p>Sectarianism</p>	<p>Develop partnership projects.</p>	<p>Nil by Mouth - http://www.nilbymouth.org/</p> <p>Don't Give It, Don't Take It http://www.ltscotland.org.uk/antisectarian/</p>	<p>Anti-Sectarian toolkit was issued to all schools on CD and contains useful lesson plans.</p>
<p>Sexual Orientation</p>	<p>Challenge homophobia, including use of word "gay" as a derogatory term.</p> <p>Examine curriculum content .</p> <p>Undertake staff development</p> <p>Review incidents procedures.</p>	<p>Gender Equality Toolkit http://www.scotland.gov.uk/Publications/2007/08/30161011/0</p> <p>Booklist - story books for addressing LGBT equality in Primary and Early Years Settings - http://egfl.net/equalities/LGBT/index.html</p> <p>Tackle Homophobia - resources for primary and secondary schools - http://www.tacklehomophobia.com</p>	<p>Six schools in Edinburgh are receiving intensive support from TACADE to challenge homophobia. TACADE are also offering CPD opportunity to all schools.</p> <p>Stonewall have produced DVD version of anti-homophobia play "Fit". DVD (including teacher's notes) - has been distributed to all secondary schools.</p>