

Anti-bullying and Equalities Toolkit for Secondary Schools

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	Evaluate school policies in line with CEC Education Equality Policy 2008 - 2012	<p>Education Equality Policy can be found here - click on "Guidelines and Policies" - http://cec.intra.edinburgh.gov.uk/cfequalities</p> <p>Guidance and information on legislation from Equalities and Human Rights Commission- http://www.equalityhumanrights.com/scotland/</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>	Schools have included equality and diversity as part of whole school improvement planning days.
Bullying	<p>Evaluate and review anti-bullying policy.</p> <p>Whole school CPD opportunities.</p> <p>Review the curriculum.</p>	<p>Anti-bullying week resources - www.antibullyingweek.co.uk</p> <p>"Keeping Myself Safe" - Pack distributed to secondary schools. Contains DVD and teacher's pack – includes themes of peer pressure, racism, homophobia and mobile phone bullying.</p> <p>Lets Stop Bullying pack - http://www.betterbehaviourscotland.gov.uk/knowledge/teacher_to_pupil/research/_718/default.as</p>	<p>Pupils and parents at Drummond were actively involved in reviewing and developing the school's "Policy to Beat Bullying" with assistance from national anti-bullying organisation, RespectMe.</p> <p>"Bully No More" programme carried out at Currie High School as part of Anti-Bullying Week.</p>

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Children's Rights	<p>Consider school polices 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/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</p>	

		<p>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&action=buildframes.action&Parameter=1269000989339</p> <p>See also Additional Support for learning pages - http://egfl.net/ASL/index.html</p>	<p>Boroughmuir High School documented the steps taken to include a high-achieving pupil with serious sight impairment.</p> <p>Many pupils at Pilrig Park School achieve 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 have been counted as 'assessed disabled'</p>
Faith and Religion	<p>Evaluate strategies with staff, pupils and parents</p> <p>Review incidents procedures.</p> <p>In-school uptake of CPD training on EAL Materials.</p>	<p>Holocaust Memorial Day Resources - http://education.hmd.org.uk</p> <p>Islamaphobia - DVD and teacher's pack from Show Racism the Red Card - http://www.srtrc.org/shop/index.php?main_page=product_info&cPath=4&products_id=14</p> <p>Advice for Schools and Colleges (NASUWT) - http://www.nasuwt.org.uk/system/search/index.htm?search=islamaphobia&stype=QUICK</p> <p>Pride and Prejudice - Beyond the Veil by Pakeeza Muslim Women's group (available from Principal Officer Equalities)</p>	<p>Schools have invited Beyond the Veil Muslim Women's Group to give talk in class about Islam.</p> <p>Drummond held a whole school Holocaust memorial event including a drama production and a question and answer session with a Holocaust survivor.</p> <p>St. Thomas of Aquins held an evening event/presentation, using a combination of narration, drama, music and projected images,</p>

		<p>Promoting Cultural Understanding and Avoiding Costly Misunderstandings. Materials by EAL Service http://www.egfl.net/equalities/race_equality_action_plan/index.html</p>	<p>which took the audience through the Holocaust - focusing on the experiences of children - up to the present day and racism in Scotland.</p>
Gender Equality	<p>Develop policy</p> <p>Examine subject choice, work experience placements and staffing ratios and set targets towards better gender balance.</p> <p>CPD on impact of domestic violence on children.</p>	<p>Gender Equality Toolkit http://www.scotland.gov.uk/Publications/2007/08/30161011/0</p> <p>Gender Equity in the classroom - A handbook of lesson plans: http://www.ricw.ri.gov/publications/GEH/lessons.htm</p> <p>"Girls, Worms and Body Image" - addressing gender stereotyping - http://www.rethinkingschools.org/archive/14_03/girl143.shtml</p> <p>"Respect" pack and "Career Box" - have lesson plans on addressing gender stereotyping.</p>	
Race	<p>Evaluate anti-racism strategies with staff, pupils and parents.</p> <p>Identify measures to address any attainment gaps</p> <p>Deliver new curricular programmes.</p> <p>Review incidents procedures</p>	<p>Centre for Education for Racial Equality in Scotland (CERES)-resources and CPD opportunities www.education.ed.ac.uk/ceres</p> <p>The World United - http://egfl.net/Teaching/World%20United/WUIndex.html</p> <p>EAL Service 469 2890</p> <p>Kick it Out - 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</p>	<p>EAL staff run focus groups and targeted group work with BME pupils and parents to discuss their experiences of racism. Findings have been used to inform improvement plans.</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>www.egfl.net/equalities</p> <p>The Drummond Equality Game. Designed to raise young people's awareness of institutional inequalities based on social class, race, gender and disability. Available from EAL Service 469 2890</p> <p>Edinburgh and Lothian Racial Equality Council - http://www.elrec.org.uk/</p>	Following the ELREC anti-racism conference, S3 pupils at Broughton set up their own "Equalities Group"
Sectarianism	Develop partnership projects.	<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>	Anti-Sectarian toolkit was issued to all schools on CD and contains useful lesson plans.
Sexual Orientation	<p>Challenge homophobia, including use of word "gay" as a derogatory term.</p> <p>Examine curriculum content for opportunities to include mention of famous LGBT figures (e.g. English, History)</p> <p>Include experiences of LGBT people in curriculum around Holocaust Memorial Day events.</p> <p>Review level of support available for pupils who may be gay, lesbian or bisexual</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>Dealing with Homophobia and Homophobic Bullying in Scottish Schools (toolkit and lesson plans) - http://www.ltscotland.org.uk/resources/d/generiresource_tcm4512285.asp</p> <p>"Fit" anti-homophobia DVD by Stonewall Scotland - http://www.stonewallscotland.org.uk/media/current_releases/3638.asp</p> <p>Tackle Homophobia - resources for primary and secondary schools - http://www.tacklehomophobia.com</p> <p>LGBT Youth - advice for schools to tackle homophobia and support for young people http://www.lgbtyouth.org.uk/home.htm</p> <p>LGBT History Month Resources http://www.lgbthistory.org.uk/resources.php</p>	<p>Six schools in Edinburgh are to receive 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>