

Renfrewshire Council: Education and Leisure Services

Race Equality Impact Assessment

Name of policy	Date of approval	Relevance			Date of impact assessment / scheduled for review	Level of public concern (justification)	Evidence to support potential to affect racial groups differently	Action
		Link to the three aspects of general duty	Potential to affect racial groups differently (yes/no)	Priority level				
The Duty: A: Eliminate unlawful racial discrimination B: Promote Equality of opportunity; and C: Promote good relations between people of different racial groups.								
A policy for Health Education in Renfrewshire Schools	5 Feb 04	BC	YES	high	12 Feb 06 12 Feb 09	Little concern	7.1 consultation with parents, carers and church. 8.1 Delivered by class teacher poss male issue. 8.4 Use of external agencies, church to be informed. 11.3, 11.4 information to parents, other than English speaking people translation may be required.	Appropriate personnel lettered. Raise issue with parents or guardians and appropriate staff. Church lettered. Where appropriate translating services used or another member of the family acts as intermediary.
A policy for Monitoring and Evaluation of the Learning Experience	17 Mar 05	BC	YES	high	March 06 March 09	No expressed public concern	Classroom experience of different racial groups should be considered - materials - groupings - interactions Attainment levels of different racial groups should be monitored	Heads of establishments to monitor and review as appropriate.
Building a Learning Renfrewshire - Policy and Practice	28 April 05	BC	YES	high	9 March 06 9 March 09	Wide consultation involved. Showed good level of commitment for further developing vision of inclusion	Vision and values recognises the importance of diversity and entitlement to support from a range of services	Continue to monitor at strategic level.
Early Years: Review of Pre-Five Admissions Policy	7 Feb 02	B	YES	high	16 Feb 06	No evidence from complaints or concerns	<ul style="list-style-type: none"> Lack of recognition of difficulty where English is not strong Ethnicity data not collected at enrolment 	Review policy, include collection of ethnicity data
Education Maintenance Allowance	29 April 04	B	YES	high	21 April 06 21 April 09	No evidence from complaints or concerns. Ongoing monitoring at establishment and authority level.	EMAs are allocated to improve stay on rates dependent on parent income, pupil attainment, attendance and behaviour. Renfrewshire's small BME population and voluntary disclosure of ethnicity data make comparisons between the BME population and the general population statistically unreliable. There may be differences in access to allowances between different groups. In relation to absence some young people may take time off for religious observance or have extended absence for cultural reasons.	Secondary schools to monitor to identify any issues in relation to absence or uptake.

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English as an Additional Language (EAL) policy	11 Sep 03	ABC	YES	high	9 March 2006 9 March 2007	<ul style="list-style-type: none"> Feedback from parents, EAL team and establishments 	<ul style="list-style-type: none"> Role of Race Relations Act 2000 Renfrewshire Policy on Promoting Race Equality in Education Role of EAL team to support partnership between schools and parents Referral, assessment and follow-up procedures Advice on interpreting and translation Details of practical guidelines in relation to cultural differences Common misconceptions. 	Specialist Peripatetic Support Manager to monitor on an annual basis.
Guidance on the provision of Health Care in Schools	12 Dec 02	BC	YES	high	12 Feb 06 12 Feb 09	Concern noted from: 5 schools; Teachers Union; and health promoting school coordinator.	<ul style="list-style-type: none"> Confidentiality issue about who gets access to records 3.7 of religious and cultural views to be respected 3.8.6 agreed arrangements can not be maintained, alternative procedures need to be in place and agreed 5.3 complex health needs Completion of an individual health care plan, translated 6.1 loco parentis - male intervention particularly in sport off site. 	Register of named persons drawn up and agreed. Awareness raised amongst staff. Alternative arrangements in place and agreed by all parties. Where appropriate plans translated for parents or guardians and their wishes respected. Staff made aware of the situation and their response to any first aid action required.

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Guidelines for Headteachers and Chairs of School Boards on the Operation of School Boards	13 Sept 01			low			The impact of the guidelines has not been assessed due to the forthcoming repeal of the School Board legislation.	No action required as a result of new legislation.
Naming of Schools - revised policy and procedures	4 Aug 05	BC	yes	Medium	April 06 April 09	No expressed public concern	Lack of recognition of difficulty where English is not strong which could impact on the level of ownership possible.	Ensure all parents are supported to participate irrespective of language
Policy and Guidelines for English Language 5-14 in Renfrewshire Schools	19 Sept 00	ABC	Yes	Medium	April 06 April 09	No expressed public concern	One of the three aims of English language 5-14 is to develop in all pupils a range of positive attitudes towards their own and each other's development, including concern for tolerance, enjoyment, co-operation and sharing. Provision for individual pupils with additional support needs will support those for whom English is an additional language.	No action required based on links with other policies of relevance.
Policy for Sex Education in Renfrewshire Schools	13 Dec 01	ABC	YES	high	March 06 15 Feb 09 March 09	Low - Policy available to parents/carers	Sex education has religious aspects Sex education should be non-discriminatory and sensitive to the needs of all young people 1.9 It should reflect the cultural, ethnic and religious influence within school community 1.9 There is a right to have religious, philosophical convictions, racial origins, cultural and linguistic background taken into account. 3.3 Policy designed within context which develops and values - respect for diversity and non-discrimination 10.1	Heads of establishments to monitor and feedback any concerns to designated Quality Improvement Officer.

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Policy for Internet Access and use for Schools	12 Dec 02	BC	YES	high	15 Feb 06 15 Feb 09	Policy available to parents / carers. Some anecdotal evidence that parents do raise concerns about abuse of the internet.	<ul style="list-style-type: none"> • ICT policy addresses child protection issues • Policy provides framework of acceptable use • Clear guidelines are distributed to all staff • Policy states prohibitions for all users • E-mail addresses available for all staff and pupils • Specific sites should be preselected by staff • Personal information should not be divulged • Filters are in place to filter out inappropriate materials • Written consent must be gained prior to group photos etc appearing on websites. 	Heads of establishments to monitor.

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Policy for the use of ICT in Learning and Teaching in Schools	9 Sept 04	BC	YES	medium	Apr 06 Apr 09	Little concern	All pupils have access to the Internet. All secondary aged pupils should gain certification in the core skills "Using Information Technology". Staff training is available through the in-service catalogue. Continuous pathways for learning are provided building on prior knowledge and skills and differentiated appropriately for all. ICT is embedded in the wider curriculum not just discrete ICT lessons. Renfrewshire Council supports schools with respect to software, hardware and support materials. Pupil's progress is reported to parents. Schools use HGIOS to self evaluate the quality of teaching and learning ICT. Renfrewshire Council is committed to continuing to support staff and pupils in this area.	Heads of establishments to monitor.
Promoting Race Equality in Education	22 Dec 05	ABC	YES	high	29 Nov 05 29 Nov 08	Little concern Focus Group results, Nov 05 Lack of expressed concern by public	<ul style="list-style-type: none"> Policy and implementation plan ensures different groups are provided with a way to access / benefit from services 	Customer Support Manager to monitor policy and keep under review .

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Promoting Better Behaviour and Learning in Renfrewshire	21 Mar 02	BC	YES	high	9 March 06 9 March 06	National Discipline Task Group Renfrewshire working group	<ul style="list-style-type: none"> • Relevance of Human Rights legislation • Role of prevention and early intervention. • Importance of inclusive ethos • Monitoring and evaluation procedures 	Authority's Pupil Support team to monitor.
Revised Standard Circular 5: School Attendance	4 Aug 05	BC	YES	high	24 Jan 06 24 Jan 09	<p>Consultation with HTs, councils, trades' unions, other agencies</p> <p>Ongoing monitoring at establishment level will support individual concerns</p>	<ul style="list-style-type: none"> • Religious observance as authorised absence • Approved extended absence in relation to children of travelling families • Extended leave for children of families returning to country of origin for care or cultural reasons • Enhanced role of attendance support worker in relation to individuals/families • Impact of bullying/peer pressure 	Pupil Support Manager to review in light of new national advice.

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School Rationalisation - Staffing Policies	4 April 00			low	24 Jan 09		This paper proposed policies for consultation with teachers' professional associations and trade unions. The consultation led to revised policies which were approved on 27 June 00. See below. A further staffing policy for teachers was developed by Renfrewshire Council Joint negotiating committee for teaching staff. See below.	No action required.
School Rationalisation - Staffing Policies	27 June 00	AB	Yes	low	April 06 April 09	No expressed concern, very few school staff come from the BME communities.	<ul style="list-style-type: none"> Staffing policy for local government employees (excluding teachers): Filling of posts is by length of service, interview or transfer. Renfrewshire council's equalities policies in relation to employment, with the aim of ensuring equality and fairness for all, apply. Staffing policy for teachers: Filling of posts is by length of service, interview and redeployment. Vacancy management procedures are in place as are procedures for compulsory transfer of staff. Neither of these policies explicitly mentions people from BME backgrounds or any steps to be taken to ensure they are treated equally or fairly. 	Include reference to equalities when policies are reviewed.

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School Rationalisation - Staffing policy for teachers	Feb 06	AB	Yes	low	April 06 April 09	No expressed concern, few school staff come from BME communities	<ul style="list-style-type: none"> Filling of posts is by length of service, interview, redeployment. Vacancy management procedures are in place as are procedures for compulsory transfer of staff; Annex 1, procedures for the appointment of promoted posts in amalgamating secondary schools; in 4.1.4 and 4.3.3 no definition is given of available candidates. The policy does not explicitly mention people from BME backgrounds or any steps to be taken to ensure they are treated equally or fairly. 	Include reference to equalities when policies are reviewed.

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Tackling Bullying in Renfrewshire	12 Dec 02	BC	Yes	high	21 Mar 06 21 Mar 09	High level of media and public concern	<ul style="list-style-type: none"> • Legislation, our goals, values, priorities, and aspirations enshrine respect for the rights of the individual • Every person has the right to work and learn in an atmosphere that is free from victimisation and fear • Policy promotes an ethos of respect for self and others • Curriculum addresses issues of discrimination and equality • Effective school management recognising the necessity for the development of good relationships • Unacceptable behaviour impinges directly on the educational well being of victim and bully • Strategies to address bullying part of an overall approach to support all children and young people • Bullying is an unacceptable form of behaviour through which an individual or groups of individuals feel threatened, abused or undermined • Review school life to identify any factors which might allow or encourage bullying • Create systems for early identification of vulnerable pupils • Provide opportunities for friendship formation for isolated children 	Customer Support Manager to continue to monitor policy. Make explicit reference to equalities when policy is reviewed.

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Implementation of Additional Support for Learning	10 Nov 05	ABC	YES	high	9 March 2006 9 March 2009	Consultation with establishments, council officers, key agencies, trades' unions	<ul style="list-style-type: none"> Wider definition of needs within legislation and responsibility of local authorities to respond appropriately in relation to assessment and planning of support. 	Continue to monitor at authority level.
Revised Standard Circular 8: Exclusion of Pupils from Schools	12 Dec 02	BC	YES	high	9 March 2006 9 March 2009	Consultation with headteachers, key partners, elected members, SCRA (Scottish Children's Reporters Administration), trades' unions, legal services. Ongoing monitoring at school and authority level	<ul style="list-style-type: none"> Relevance of Human Rights legislation Duty to identify and support those at risk Standards in Scotland Schools etc Act 2000 Role of mediation to support parents to attend formal interviews at school Legal capacity of young people and related entitlement Appeals procedures Functions of the accompanying guidelines 	Continue to monitor at authority level.
A policy for Support for Learning for Pupils with Additional Support Needs	20 March 03					Not assessed. Subsumed in implementation of ASL.		No action required.
Extra Curricular Activities	28 April 05					Not assessed pending revision of standard circular.		No action required.

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Guidance for Specialist Educational Establishments in Renfrewshire in Supporting Pupils with Severely Challenging Behaviour	20 March 03				Not assessed. Subsumed in implementation of ASL.			No action required.
Guidelines for the Development of School Websites	11 Dec 03				Not assessed			No action required.
Higher School Bursary Policy Change 2001-2002 session	2 August 01				Not assessed			No action required.
Higher School Bursary Policy Change 2003-2004 session	20 March 03				Not assessed			No action required.
Physical activity sport and health strategy	7 February	B C	Yes Would expect to increase Accessible and inclusive Opportunities to become more physically active	Medium	23 January 2007 23 January 2010	Strategy should positively affect available opportunities	Section of the action plan strategic aim 1 and objectives 1.3 and 1.4	Reviews as part of the monitoring of the action plans
Draft parental involvement strategy	August 2006	B,C	Yes	High	2 July 2007 2 July 2010	None, BME focus showed support for education services	Language can be a barrier to minority ethnic parents being involved in their children's education.	Guidance will be provided to all schools to ensure that school improvement plans embed the strategy for parental involvement.