

# GLOBAL CITIZENSHIP EDUCATION IN SCOTLAND

Practitioners Network Meeting Dec 2022

Embedding Equalities Education -  
Bringing Schools Together

@GCEducationScot



- ▶ **Bring together** teachers and school leaders who are embedding values of global citizenship, antiracism, equality and diversity.
- ▶ **Develop knowledge and understanding** to move away from stand alone or themed events and work on incorporating these values across all aspects of the curriculum and school ethos.
- ▶ **Provide a platform** for practitioners to showcase best practice, build confidence and ability to network and share ideas
- ▶ **Showcase Scotland** as a leader in the development and delivery of an effective curriculum with global citizenship, equality and fairness at it's heart.

# AIMS OF PRACTITIONERS NETWORK

▶ Almost 300 Educators from a variety of sectors, covering 30 local authorities

- ▶ Early years
- ▶ Primary
- ▶ Secondary
- ▶ ASN
- ▶ Higher Education
- ▶ Third Sector

▶ Today's session:

- ▶ Presenters: primary/secondary
- ▶ Equalities officers
- ▶ Observers from education partners

# WHO ARE WE?



- ▶ What is your opinion about the following question?
- ▶ Is it fair to say Equalities education is given less priority when compared to other curriculum areas such as literacy and numeracy?

## STARTER QUESTION



# Is it fair to say Equalities education is given less priority when compared to other curriculum areas such as literacy and numeracy?

Yes. Yes. Yes.

Yes

Yup. Or the tick box stuff is prioritised

Absolutely, it is not given the same priority in Scotland.

Not in our minds or hearts, not in our ideas or intentions, but perhaps in our accountability system?

Yes. It is not seen as a priority in itself but can be built in to curriculum as a priority.

Absolutely- I would agree that it is not given enough priority. Even with the Scottish Government stating their focus on equality. Very little time or training is given to this

Yes - I think it is considered less as teachers, somewhat fairly, focus on their own curriculum areas. I think some think it's 'someone else's' job.

It isn't embedded yet. Better than last year, better than the year before.

Yes!!! Training I have planned to deliver to colleagues keeps being put back due to 3 Rs focus.

Yes I think it always seems to be an after thought or add on

closing the gap has been good at keeping certain equalities front and centre

Yes! Equalities is seen as an add-on to the 'bread and butter' of Lit and Num... equalities is good to have, but the bulk of monitoring and assessment focus on those two. Equalities seen as 'less serious'

- ▶ We invited a number of school representatives to share their school's approaches to equalities based education.



## CONTRIBUTIONS



Equalities Focus:

Antiracism

Presenter: Kiem Doyle

# ST ANDREWS & ST BRIDES HIGH SCHOOL

South Lanarkshire

@GCEducationScot

Focus on race equality due to experiences shared by own pupils and staff of racism.

Planning an International Day of Culture 2023

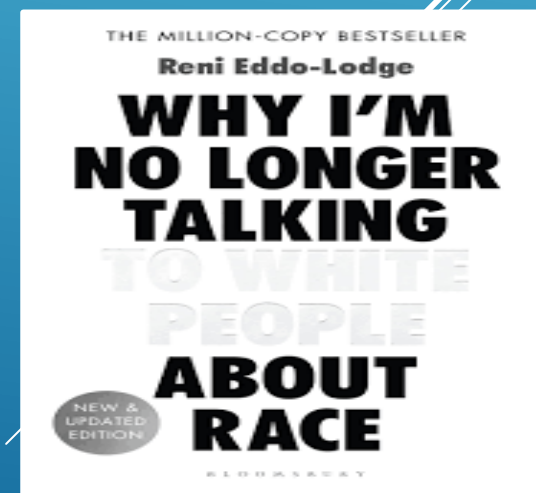
You can be Scottish as well as other cultures too!

During Black History Month we held targeted lessons across different subjects and departments.



Used St Andrew's Day to celebrate all the cultures in our school that make up a Diverse Scotland.

Staff CPD Book Study







Equalities Focus:

Rights Respecting

Presenter: Lorna Ross

# BARRHEAD HIGH SCHOOL

East Renfrewshire

@GCEducationScot

Rights Respecting focus includes LGBT and antiracist education.



Important to build partnerships with parent body for our work on equalities and antiracism

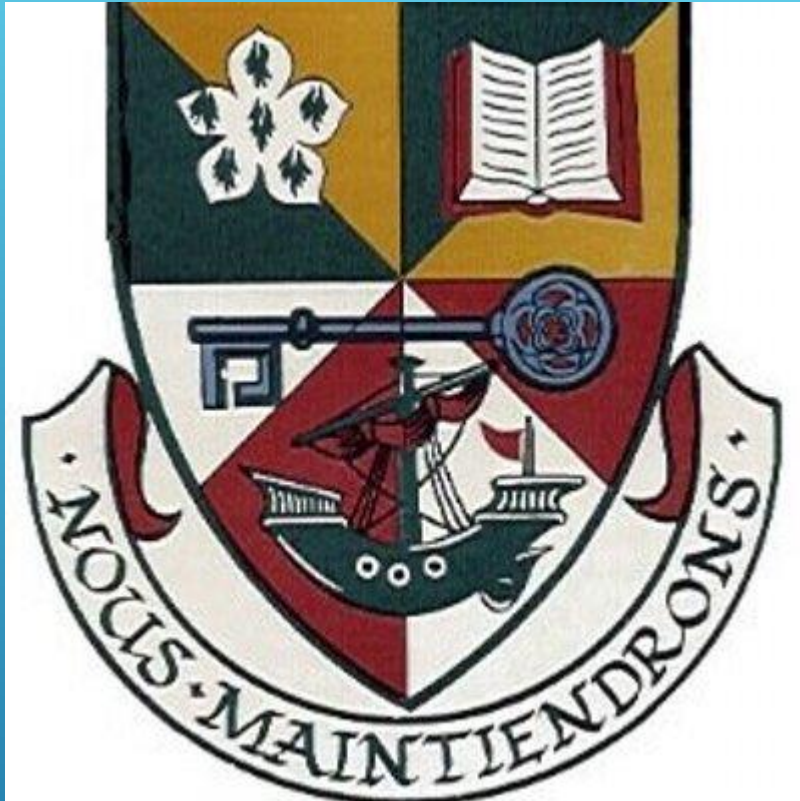


Future focus will be on celebrating diversity and reforming our curriculum.

Pupils and teachers learning together!

Pupils involved in developing lessons for teachers on areas such as Black History month, anti-bullying and Transgender Awareness Week.





Equalities Focus:

Antiracism

Presenter: Susan Southern

# HILLHEAD HIGH SCHOOL

Glasgow

@GCEducationScot

Glasgow Sexual Alliance group,  
Antiracism group,  
Feminism group.

Pupils delivered training to staff over 2 days, with 35 members of staff benefitting.

Invited to deliver training to ITE students at University of Stirling.



Adults can fear engaging in antiracism work, but pupils leading the change helps to breakdown barriers and put staff at ease.

More open conversations in class.

Pupils are feeling empowered to challenge views among their peers.

Antiracism group has focused on inviting speakers and poets.



GSA and Antiracism, Staff and pupils working together on equalities groups.



**RESPECT**  
**EDUCATION**  
**EQUALITY**

**SUCCESS FOR ALL**

Equalities Focus:

LGBT

Presenters: Barry Martin & Kelsey Birt

SPRINGBURN ACADEMY

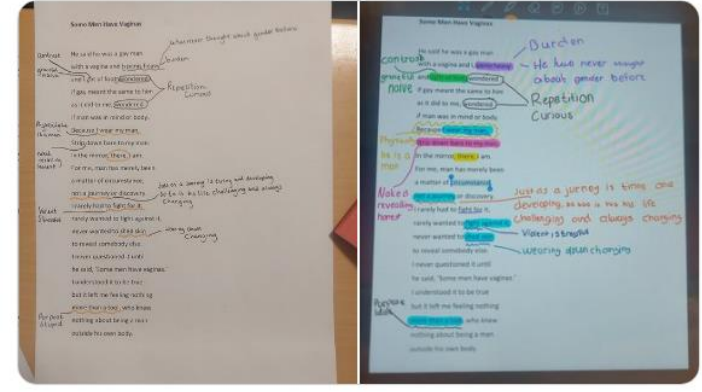
Glasgow

@GCEducationScot

Focus on embedding LGBT education



Miss Birt @MissBirtEnglish  
 S3 have been discussing gender and sexuality in response to our reading of Some Men Have Vaginas from The Black Flamingo by @DeanAtta. I've been blown away by their open-minded and thoughtful study of the poem! 🏳️‍🌈🇬🇧



12 members of staff leading the work across different curricular areas.



Creating professional learning groups with staff.

Impact includes increase in staff knowledge, more representation across the curriculum and safe spaces for pupils.





Equalities Focus:

LGBT

Presenters: Katy Leiper

# SOUTH MORNINGSIDe PRIMARY

Edinburgh

@GCEducationScot

Focus on Social Justice groups

Variety of equality groups set up with collaboration of teachers and parents focusing on antiracism, Neurodiversity and LGBTQ+

Introducing Equali-TV to highlight work around the school.



## The Halo Code

For Schools

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

We aim to become equalities literate.

We have signed up to the HALO Code.



- ▶ Share what you have found useful from our contributions, that you can use in your practice.

# FEEDBACK

@GCEducationScot



# Share what you have found useful from our contributions, that you can use in your practice.



I loved the staff book group.

Hearing about the similarities in work from others. Great to know we are heading in the same direction. Loved hearing about pupil involvement.

Really useful and interesting - great to hear the range of experiences and the issues as well as successes. I'll follow up by talking to colleagues in my school involved in equality work. Great network, thank you for running and hosting tonight.

As someone who is about to start/lead the equalities journey in my school, I have been incredibly inspired by the work going on elsewhere. Thanks for organising, Nuzhat.

It has been great to see what we are doing at our school is in line with others. Thanks for sharing.

Inspiring to see so many school working for positive change, gives me courage to take up the mantel

Thank you Nuzhat. I am so thankful for the opportunity to hear from others. I was really interested in using pupils to lead training. And embedding Rights Work into the group. I loved the idea of door icons too. Would love to continue to connect again

## Contents

- Policy Outline
- Background to Equalities legislation and policy
  - Equalities Act 2010
  - GTCs Refurbished standards 2021
  - Scottish Government Vision 2030+
  - A focus on equality through the Sustainable Development Goals
  - Glasgow City Council commitment to Antiracism
  - TIE movement
- Introduction to our vision
- Leadership and Professional Learning
- Curriculum reform
- Parental Engagement
- Reporting and management of incidents
- Guidance on language of equalities
- References and further reading

# COMMITMENT – DOES YOUR SCHOOL HAVE AN EQUALITIES POLICY?

Example outline – email [gceducationscot@gmail.com](mailto:gceducationscot@gmail.com) for a copy.

@GCEducationScot

- ▶ Email [gceducationscot@gmail.com](mailto:gceducationscot@gmail.com)
- ▶ Follow us on Twitter @GCEducationScot
- ▶ Take our introductory survey to join:
  - ▶ [https://docs.google.com/forms/d/e/1FAIpQLSfcTbzupr6P7tK-69xudFpSd0\\_xGjOeqUwrAadLfXznpvT0Cg/viewform](https://docs.google.com/forms/d/e/1FAIpQLSfcTbzupr6P7tK-69xudFpSd0_xGjOeqUwrAadLfXznpvT0Cg/viewform)



# JOIN THE NETWORK!

Thank to all our contributors  
and participants.