

# Braidburn school

## Renewal Plan: Session 2021 - 2022

### Theme 2: Equity, Equalities & Inclusion



Renewal Aspect 2	Equity, Equalities and Inclusion	Overall Responsibility	Head Teacher / Depute Head Teacher (Secondary)
Outcomes	<p><b>Short Term:</b></p> <ul style="list-style-type: none"> <li>➤ The Senior Leadership Team and all teaching/support staff are clear about their role in supporting the national drive for equity - and the closing of the poverty related attainment gap.</li> <li>➤ The planning of effective approaches is based on evidence</li> <li>➤ There is increased awareness amongst all staff of Equality and Diversity</li> </ul> <p><b>Medium term:</b></p> <ul style="list-style-type: none"> <li>➤ Interventions are implemented and evaluated through the management of resources to support equity of access to all to learning, attainment and achievement</li> <li>➤ Learner voice is heard through the pupil Council – with learners ‘having a say’ in school improvement</li> </ul> <p><b>Long term:</b></p> <ul style="list-style-type: none"> <li>➤ A sense of community and connectivity across Braidburn families is strengthened</li> <li>➤ Shared activities and Pupil meetings are in place across Firrhill Village</li> </ul>		
<p><b>NIF Priority:</b></p> <ul style="list-style-type: none"> <li>➤ Improvement in attainment, particularly in literacy and numeracy</li> <li>➤ Closing the attainment gap between the most and least disadvantaged children and young people</li> <li>➤ Improvement in children and young people's health and wellbeing</li> </ul>		<p><b>QIs/Themes</b></p> <ul style="list-style-type: none"> <li>QI 1.1 Analysis and evaluation of intelligence and data</li> <li>QI 1.3 Strategic planning for continuous improvement</li> <li>QI 1.5 Management of resources to support equity</li> <li>QI 2.3 Learning and engagement</li> <li>QI 2.3 Quality of teaching</li> <li>QI 2.5 Engaging families in learning</li> <li>QI 3.2 Attainment in literacy and numeracy</li> <li>QI 3.2 Overall quality of learners’ achievement</li> </ul>	

Tasks	By Whom	Resources	Time	Progress & Impact
Link weekly Assembly Awards to the school Values and Principles	DHT Prim/Sec		From October 2021	
Ensure opportunities for achievement of Awards are considered when planning Wider Achievement opportunities (and that WA opportunities are skills led and tracked)	PT 3 DHT Sec			
Ensure equity and inclusion through employment of SFL PEF teacher to support identified learners	DHT Prim/Sec  Support for Learning teacher	PEF funded SFL teacher (2 days per week)  Relevant PEF funded resources	Teacher in post August 2021 (support in place until June 2022)	
Ensure all staff in every class team are aware of SIMD 1 and 2 learners in their class – and that staff across the school are aware of the responsibility of all in removing poverty related barriers to learning and achievement	HT	SIMD information (Class)  Class team meetings  <u>CEC Raising Awareness of Child Poverty document</u>  <u>Achieving Excellence and Equity 2021 National Improvement Framework and Improvement Plan</u>	September 2021	

Ensure trading and monitoring of key data (SIMD) through SLT and teacher meetings	SLT		Ongoing throughout session from Sept 2021	
Continue to update existing audit information regarding inequity of digital access and take appropriate action to support those experiencing poverty-related barriers.	Digital Learning Development Group	School Data from Digital Access Audits		
Provide support for targeted families, with agreed actions developed on an individual level – and support from wider partnerships, where appropriate.	Family Support Worker			
Develop the 'Braidburn Family Network' as part of facilitating communication, interaction and support for families across the school community. Take this forward in a number of ways, which reflect the views shared in parental surveys during Session 2020/21, including: <ul style="list-style-type: none"> <li>➤ <b>Virtual coffee breaks</b></li> <li>➤ <b>Online parent appointments</b></li> <li>➤ <b>Individual meetings with parents (at home, in the community or in school)</b></li> <li>➤ <b>Parent group park meet-ups</b></li> <li>➤ <b>Parent groups (indoors/outdoors)</b></li> <li>➤ <b>Parent workshops</b></li> </ul>	Family Support Worker	PEF funded Family Support worker (2 days per week)	Ongoing throughout session from Sept 2021	

Develop Community Room as a resource for the delivery of Family Learning sessions and parent meetings; and as a space for targeted learner groups (eg Pupil Council) to meet	SLT Friends of Braidburn Parent Council		December 2021	
Establish a plan for 'in person' Braidburn Pupil Council meetings – with longer term plan for Firrhill Village meetings	DHT (Secondary) Head Teacher		Meetings from October 2021	
Plan the financial management of resources to support equity <ul style="list-style-type: none"> <li>- Complete QI1.5 exercise to inform Standards and Quality Report</li> <li>- HT and BM to attend QI 1.5 CLPL</li> </ul>	Head Teacher Business Manager	<u>QI 1.5 CEC Self-evaluation Report</u> QI 1.5 CLPL for HTs and BMs Braidburn Pupil Equity Funding Plan Template <u>Challenge questions from HGIOS?4 QI 1.5</u>		
Take forward plan for Digital learning – including staff training in use of digital resources (purchased through PEF) to support learning and address issues relating to digital exclusion	Digital Learning Group Head Teacher		Throughout session	
Develop parental 'Support Guides' eg to support parents in accessing technology to support learning	Digital Learning Group Parent Council		March 2022	

<p>Provide opportunities for staff to build on core training (Equality and Diversity modules) by using GTCS professional learning modules on their Equality and Diversity Hub and/or training available on CEC Learning Hub</p> <p>Provide opportunities for staff to develop further understanding of an Inclusive Curriculum</p>	<p>SLT</p>	<p>Time allocated on In Service Day (October/January)</p> <p><u><a href="#">Learning Hub Equality and Diversity Modules</a></u></p> <p>GTCS Equality and Diversity Hub: <u><a href="https://www.gtcs.org.uk/professional-update/equality-diversity-hub.aspx">https://www.gtcs.org.uk/professional-update/equality-diversity-hub.aspx</a></u></p> <p>Equalities Tile: Professional Learning section <u><a href="https://cityofedinburgheducation.sharepoint.com/sites/EdinburghLearns/Equalities/ProfessionalLearning">https://cityofedinburgheducation.sharepoint.com/sites/EdinburghLearns/Equalities/ProfessionalLearning</a></u></p> <p><u><a href="https://cityofedinburgheducation.sharepoint.com/sites/EdinburghLearns/Equalities/InclusiveCurriculum">https://cityofedinburgheducation.sharepoint.com/sites/EdinburghLearns/Equalities/InclusiveCurriculum</a></u></p>	<p>June 2022</p>	
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<p>Ensure all staff have the opportunity to access regular City of Edinburgh Equalities newsletters</p> <p>Update Equities and Equalities noticeboards (Learner board/staff board) and Equities and Equalities folder</p> <p>Attend Equalities coordinator meetings</p>	<p>Equalities Lead</p>	<p>Equalities and Equity Team newsletter</p>	<p>Shared throughout Session 2021/22</p>	
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