

## **Directorate of Children's Services**

### **Annual Equality and Diversity Action Plan 2010/11**

#### **1. Introduction**

- 1.1 The Council's Equality and Diversity Policy requires all directorates to produce annual equality and diversity action plans and reports. The policy is supported by the detailed arrangements, priorities and actions in the Council's Equality Scheme. The directorate's action plan describes how it will implement the policy and the Scheme in relation to its responsibilities, service areas and employment practices during the year.
- 1.2 The Directorate of Children's Services action plan 2010 -11 will be submitted to the Select Committee on Children's Services at its first meeting of the municipal year 2010 -2011, before being approved by the appropriate Cabinet Member.
- 1.3 Progress with implementing the action plan is reported in the equality and diversity annual report. The Directorate of Children's Services annual report for 2010/11 will be submitted to the Select Committee on Children's Services at its first meeting of the 2011/12 municipal year.
- 1.4 This action plan covers the period from April 2010 to March 2011 and contains:
  - an explanation of its relationship with other plans
  - a summary of the directorate's equality and diversity vision and values
  - key issues and targets for the plan
  - the action plan summary

#### **2. Relationship with other plans**

- 2.1 This action plan responds to priority areas identified in the strategic plan for the Directorate of Children's Services for 2010/11 which in turn responds to the Borough's refreshed Community Strategy 2010-13 and the three year Council plan. It also responds to the Council's overall equality and diversity objectives which are set out in its Equality Scheme. The action plan is closely

linked with the priorities for children and young people identified in the refreshed Dudley Children and Young People's Plan.

- 2.2 The overall long-term policy framework for equality and diversity is set out in the Council's Equality and Diversity Policy. The Council's Equality Scheme published in April 2007, which brings together the statutory disability, gender and race equality schemes, provides the overall three-year equality strategy and action plan. A supplement covering age, religion of belief, sexual orientation and transgender equality was approved by the Cabinet in June 2009. The Disability Equality Scheme was revised in December 2009 and the Gender Equality Scheme is currently being reviewed.
- 2.3 Council-wide progress in implementing the Equality Scheme is reported each year in the annual review of equality and diversity, which is submitted to the Select Committee on Regeneration, Culture and Adult Education (as the select committee with responsibility for corporate equality and diversity issues) and the Cabinet for approval.

### **3. Vision and Values**

- 3.1 The Council has agreed a ten year vision for equality, which will contribute to the achievement of the Community Strategy. In ten years the Council will be one:
- which will be recognised nationally as a leading council on equality and diversity
  - which had improved its response to the needs of the Borough's communities
  - whose services receive high satisfaction ratings from across the Borough.
- 3.2 The Directorate of Children's Services is committed to transforming the lives of all children and young people in Dudley by providing a world class education. The Borough will provide inspirational learning environments where:
- Young people value and respect themselves and others, whilst contributing positively to the local, national and global community
  - Where young people successfully build on their individual skills and talents, enabling them all to reach their full potential and to enjoy their learning.
  - Young people are equipped to use emerging technologies creatively to enhance their learning.
  - Young people are supported to make healthy and safe life choices.
  - Young people and their families are supported to access excellent locally provided extended services which support their personal development.

- 3.3 The directorate maintains its commitment to implementing the Council's Equality and Diversity Policy in relation to its services, employment practices and the leadership and support provided to schools. The equality officer leads development work for the directorate including supporting the Borough's schools to help ensure that they are able to fully comply with equality legislation and effective practice. This includes the preparation and distribution of appropriate policy frameworks for school use; advising school leaders and staff and arranging and delivering training on equality, diversity and related issues.
- 3.4 The Directorate has an Equality and Diversity Working Group, led by the Assistant Director for Quality and Partnership which comprises the equality officer; a personnel officer; representatives from each division including the Head of the Borough's Ethnic Minority Achievement Service and representation from Children's Services partner organisations. The overall purpose of the Equality and Diversity Working Group is to support equality and diversity in the directorate and ensure that the divisions they represent are kept informed of developments.
- 3.5 The aim of the Directorate is to mainstream equality so responsibility for promoting equality and diversity in employment and services rest with all heads of service. However, the equality officer reporting to the Assistant Director for Quality and Partnership is responsible for overall equality and diversity development work on behalf of the Directorate. This includes the preparation, monitoring and review of the Directorate's annual equality and diversity action plan.
- 3.6 Within the Directorate all employees have a responsibility to comply with the requirements of the Council's equality and diversity policy in all dealings with Members, other employees, job applicants, residents, service users and other members of the public, and with other organisations. Training and development needs of employees in the Directorate are identified in annual performance review and development discussions with their line-managers.

#### **4. Key Issues and Targets**

- 4.1 The Council's Equality Scheme is currently being revised – the Disability Equality Scheme element of this was approved by the Cabinet in December 2009 and a report on the review of the Gender Equality Scheme is about to be considered by the Cabinet.
- 4.2 The Cabinet approved a ten year equality and diversity vision for the Council in June 2009, alongside the Equality Scheme supplement.

4.3 The Council's Annual Review of Equality and Diversity (2009) identified corporate priorities for the next twelve months, and these are reflected in the directorate's action plan, namely:

- implementing actions aimed at increasing the proportion of the Council's employees who have a disability
- ensuring equality impact assessments are completed where appropriate, with improved monitoring and reporting arrangements and training provision
- reviewing the Equality Scheme, in the light of the implications for the Council and its partnerships of the Equality Act 2010
- progressing work against the Equality Framework and responding to any equality issues arising from the CAA.

More details are given in the annual review (available on the Council's website).

4.4 For the revised Equality Scheme, directorates also identified overall equality and diversity priorities for their service areas linked to the three years of the Scheme which are to be reflected in their action plans. For the Children's Services Directorate these priorities are:

- Assess the implications of the Equality Bill for the directorate and prepare for the introduction of the Act. (Equality Officer)
- Implement revised Equality Impact Assessment (to include extended protected characteristics in forthcoming Equality Act when this becomes available (Equality Officer/Directorate managers)
- Review equality and diversity training provision within the directorate to reflect the proposals in the Equality Bill and ensure all equality protected characteristics are properly covered. (Equality Officer/ Training officers)
- Produce and disseminate guidance to enable the extension of service monitoring to cover protected characteristics relevant to children and young people. (Equality Officer)
- Develop further routes for consultation with children and young people on lesbian, gay, bisexual and transgender (LGBT) issues. (Equality Officer)
- Revise and publish the anti-bullying strategy and support its implementation throughout the Borough using information gathered from 'Dudley, Safe to Play Survey 2008' (Assistant Director for Performance & Partnership, Children's Services)

- Continue the work engaging schools and directorate services in preventing violent extremism activity. (Assistant Director for Performance & Partnership, Children's Services/Head of Community Safety)

4.5 In addition the Disability Equality Scheme has been revised and an action plan covering the period 2010 – 2013 has been agreed and the Gender Equality Scheme is currently under review. The actions particular to the Directorate of Children's Services that have been identified in the Disability Equality Scheme are set out below followed by the areas that have been identified for further consideration in relation to the revised Gender Equality Scheme.

#### Disability Equality Scheme

- Improve 'Every Child Matters' outcomes for children and young people with learning difficulties and/or disabilities (LDD). (Children's Trust Executive Board)
- Improve progression and participation rates post 16 for young people with learning difficulties and/or disabilities.
- Develop an accessibility strategy to increase disabled pupils' access to the school curriculum, improve the physical environment and the provision of information to meet the new requirements set out in part 6 of the Equality Act 2010. (Director of Children's Services).

#### Gender Equality Scheme areas for further action (proposed)

- Educational attainment – Review of evidence focusing on gender differentials in attainment and the effect of multiple disadvantage which includes gender.
- School exclusions – gender differentials in rates and types of exclusion: fixed-term or permanent. Review of the availability, appropriateness and effectiveness of provision for excluded females and males and the overall outcomes for each gender group. Review of gender specific interventions to prevent exclusion by supporting those who may be at risk.
- Sexist, sexual and transphobic bullying – Ensuring that the anti-bullying strategy currently under development addresses issues of prejudice driven bullying that targets people because of their gender. This should also include transphobic bullying which targets people because of their gender orientation, real or perceived, or their association with those who are experiencing, or have experienced gender dysphoria.

- Domestic violence – Continue to review the effectiveness of work to support children and young people affected by domestic violence.
- Violence against women and girls – Preventative measures to address this form of violence through gender specific targeted work identifying effective early intervention strategies from those at increased risk.
- Service provision – Review the take-up of services by children and young people that may be related to their gender or gender orientation.
- Consultation and engagement – Assess the appropriateness of consultation and engagement strategies with respect to different gender groups to ensure girls and boys have an equal opportunity to get involved.
- Gender implications of the Equality Bill – Training issues for staff working with children and young people in regard to transgender equality work and the new duty to promote good relations between people who have, or who do not have, protected characteristics.

4.6 The Directorate of Children's Services undertakes a range of engagement activity which feeds into its action planning. This includes engagement supporting equality impact assessments and the use of the improved community engagement database and toolkit, all helping to coordinate engagement and promote good practice. The directorate contributed to the Council-wide BME community consultation event in November 2009; is represented on the group Action for Disabled People and Carers and actively supports the developing Dudley LGBT (Lesbian, Gay, Bisexual and Trans) forum.

4.7 Much of the work undertaken by the directorate involves partnership with Dudley Children's Trust partners. The priorities for the partnership are identified in the revised Dudley Children and Young People's Plan 2009 – 11 which is set out below:

1. Support all children to be and feel safe.
2. Raise standards and improve outcomes for children in care.
3. Support children and young people to become and remain healthy.
4. Support children and young people to enjoy growing up in Dudley and to acquire the skills to live successful lives.
5. Support children, young people and families to make a positive contribution to their communities and the environment.
6. Support children and young people to achieve economic and social well-being.

7. Continue to strengthen Dudley Children's Trust and joint commissioning. The Children's Trust Executive Board will provide effective leadership within the partnership.
8. Produce an effective children's workforce development strategy, agreed by all partners by December 2009.
9. Implement and monitor the impact of the parenting strategy on a quarterly basis from April 2009.
10. Develop the effectiveness of multi-agency working in localities.
11. Embed and improve the effectiveness of the common assessment framework.
12. Develop our (Dudley Children's Trust) integrated information strategy.
13. Narrow the gaps between the performance and outcomes achieved by underperforming and underprivileged groups in Dudley and the national average.
14. Increase the effectiveness of transition arrangements from children's to adult services.

## **5. Further equality and diversity activities**

5.1 As equality, diversity and cohesion work has developed at local, national and international levels priorities for Dudley have developed in a similar way. This has meant that additional priorities have emerged. There have also been developments in equality law and proposals for further refinements are now in their final stages. To provide a strategic vision of the equality and diversity work pertinent to the directorate in the future, provision for some of these developments is included in this year's action plan. The main additional priorities include:

- Ongoing initiatives to improve the directorate's approach to promoting equality across all equality strands, particularly in anticipation of the likely new duties of the Equality Act 2010, covering age, religion or belief, sexual orientation and gender identity equality.
- Continue to support the Council's community cohesion strategy and tension reduction activities.
- Continue to support schools implementing their new community cohesion duties and endeavour to establish a common approach to this work across the Children's Trust.
- Continue to support the Council's approach to the PVE Pathfinder initiative and schools, colleges and other services endeavouring to implement the preventing violent extremism agenda through the 'Learning Together to be Safe – Toolkits' and other initiatives

- Implementing the actions arising from equality impact assessments (EqIAs) and undertaking further EqIAs as they provide increasing data and intelligence about the impact of directorate services on the Borough's communities.
- Ensure that action planning is increasingly based on clear evidence about the needs of different communities including that gathered from EqIAs.

## **6. The Action Plan**

6.1 The detailed action plan for 2010 -11 is set out in the attached appendices.

6.2 Appendix 1:

### **Equality and diversity actions arising from priorities identified in the Directorate Strategic Plan 2010-11**

This table represents the actions required to achieve the equality and diversity outcomes pertinent to the priorities outlined in the Directorate Strategic Plan. All the outcomes included are those that have been agreed and prioritised in the Directorate Strategic Plan 2010-11. In the interests of clarity and consistency the format and colour coding of the Directorate Strategic Plan have been retained.

6.3 Appendix 2:

### **Equality and diversity actions arising from directorate/cross-council priorities**

This table represents the directorate action plan from the perspective of the Council's structural approach to developing equality, diversity and community cohesion across the borough. The outcomes which affect children and young people might be tangential rather than direct. Significant drivers for this section of the plan are the Council's Equality Scheme, and its Annual Review of Equality and Diversity. New legislation including, in particular, The Equality Act 2010 will be a significant new driver for the work over the period of the plan.

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April 2010

## Directorate of Children's Services – Equality and Diversity Action Plan for 2010/11

### Appendix 1: Equality and diversity actions arising from Directorate Strategic Plan 2010/11 priorities.

Every Child Matters (ECM) Outcome: Stay Safe			DSLT AD Lead for Outcome: Pauline Sharratt	
ECM Aim: Safe from maltreatment, neglect, violence and sexual exploitation				
Ref.	Directorate Strategic Plan - Objective			
Ob 1	Improve the effectiveness of early intervention for vulnerable children and young people to be safe from maltreatment, neglect, violence and sexual exploitation			
Ref.	Action to achieve DSP objective	Equality action to support DSP objective	Target date/s (and) lead officer	Planned outcome/performance indicator
1a	Increase use of the Common Assessment Framework (CAF) across the directorate	Re: identifying and referring young people at risk of radicalisation.	March 2011 Mike Wood	The number of times the Common Assessment Framework is used for referrals of young people at risk of radicalization.
1f	Reduce the number of first time offenders	Equality monitoring information of first-time entrants to the criminal justice system informs service delivery and prevention work is targeted at equality groups identified as being over represented in youth justice system.	March 2011 Mike Galikowski	Reduction in first-time entrants from groups traditionally over-represented in the criminal justice system.

Every Child Matters (ECM) Outcome: Enjoy and Achieve			DSLT AD Lead for Outcome: Dave Perrett / Jane Porter	
ECM Aim: Achieve stretching educational standards at primary school				
Ref.	Directorate Strategic Plan - Objective			
Ob 4	Improve outcomes for children aged 0-11 years (early years and primary)			
Ref.	Action to achieve DSP objective	Equality action to support DSP objective	Target date/s (and) lead officer	Planned outcome/performance indicator
4a	Improve the quality of leadership and management across the primary sector ie, to support schools to be judged good or outstanding in OFSTED inspection	Support is given to school leaders and governors to help them develop equality and cohesion good practice through regular meetings and workshops.	March 2011 Dave Perrett (David Silvera)	Schools receive at least good for their inspection judgments for their equality and cohesion activities.
4d	Work with primary schools, pupils, their parents and carers to narrow the gap in achievement between under achieving groups and their peers ie, looked after children, minority and ethnic groups, white boys and those with special educational needs and disabilities	A range of projects are supporting this initiative including the Minority Ethnic Achievement Project (MEAP) and the work of the Ethnic Minority Achievement Service and the SEN Team.	March 2011 Dave Perrett	Reduction in achievement gap between different equality groups of children at Key Stage 2.

**Every Child Matters (ECM) Outcome: Enjoy and Achieve** **DSLT AD Lead for Outcome: Dave Perrett / Jane Porter**

**ECM Aim: Achieve stretching national educational standards at secondary school**

Ref.	Directorate Strategic Plan - Objective			
Ob 5	Improve outcomes for children and young people aged 11 – 19 years (or aged 25 for those with disabilities)			
Ref.	Action to achieve DSP objective	Equality action to support DSP objective	Target date/s (and) lead officer	Planned outcome/performance indicator
5a	Improve the quality of leadership and management across the secondary sector ie, to support schools to be judged good or outstanding in OFSTED inspection	Support is given to school leaders and governors to help them develop equality and cohesion good practice through regular meetings and workshops.	March 2011 Dave Perrett (David Silvera)	Schools receive satisfactory or better inspection judgments for their equality and cohesion activities.
5f	Work with secondary schools, pupils, their parents and carers to narrow the gap in achievement between under achieving groups and their peers ie, looked after children, minority and ethnic groups, those with learning difficulties or special educational needs and disabilities	A range of projects are supporting this initiative including the Minority Ethnic Achievement Project (MEAP) and the work of the Ethnic Minority Achievement Service and the SEN Team.	March 2011 Dave Perrett?	Reduction in achievement gap between different equality groups of young people at Key Stage 4.
5h	Further Improve the integrated youth support offer for young people in Dudley to ensure it is accessed by all young people irrespective of their ethnic background, their gender or their disability status.	Ensuring the involvement of targeted young people in the planned further consultation and service development. Targeted young people are those belonging to vulnerable groups as identified within the Statutory Guidance on section 507b Education Act 1996	March 2011 Amanda Grove	Quarterly Management Information reporting to monitor take up of the youth offer by vulnerable groups and identify strategies to address barriers

Every Child Matters (ECM) Outcome: Quality Service Management				DSLT AD Lead for Outcome: Jane Porter
ECM Aim: Integrated Children's Services				
Ref.	Directorate Strategic Plan - Objective			
6	Develop and implement an effective strategy for the delivery of Vision 2025			
Ref.	Action to achieve DSP objective	Equality action to support DSP objective	Target date/s (and) lead officer	Planned outcome/performance indicator
6a	Strategic place planning for early years, primary and secondary provision	Develop a (disability) accessibility strategy.	March 2011 (David Silvera)	Publish and implement Directorate Accessibility Strategy.
6e	Develop and implement a sustainability strategy for the directorate and schools	Ensure activities related to the three 'gateways' to sustainability in schools that relate to equality and cohesion are developed effectively.	March 2011 Steve Lockwood	Sustainability strategy developed and actions to improve equality and cohesion are being implemented.

Every Child Matters (ECM) Outcome: Quality Service Management				DSLT AD Lead for Outcome: Ian McGuff
ECM Aim: Improve service leadership and management				
Ref.	Directorate Strategic Plan - Objective			
Ob 7	Develop, improve and embed strategies and processes to support service delivery			
Ref.	Action to achieve DSP objective	Equality action to support DSP objective	Target date/s (and) lead officer	Planned outcome/performance indicator
7f	Implement and monitor the effectiveness of actions identified in the Directorate Equality and Diversity Action Plan 2010-2011	Equality and Diversity Action Plan published and monitored according to agreed performance management protocols.	March 2011 David Silvera	Equality and diversity actions outlined in the plan implemented successfully and improving the lives of relevant groups.

<b>Every Child Matters (ECM) Outcome: Quality Service Management</b>	<b>DSLT AD Lead for Outcome: Jane Porter</b>
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<b>ECM Aim: Develop, recruit and retain an effective workforce</b>
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<b>Ref.</b>				
Ob 8	Improve the directorate's approach to workforce planning and development			
<b>Ref.</b>				
8a	Develop and implement a consistent approach to workforce planning and information	Ensure equality impact assessments (EqIAs) are carried out at the appropriate stages	March 2011 Jane Porter	EqIAs are produced and form an important element of these processes.
8d	Develop a workforce development strategy for DCS that includes schools and the early years workforce in the private, voluntary and independent sector	Address equality and diversity issues related to workforce development activity, including developing a workforce that reflects the community it serves; looking in particular at areas including gender balance; the ethnic composition of the workforce; proportion of and roles of disabled employees	March 2011 Jane Porter	Workforce development strategy which includes actions to advance equality in the directorate workforce is published.

## Directorate of Children's Services – Equality and Diversity Action Plan for 2010/11

### Appendix 2: Equality and diversity actions arising from directorate/cross-council priorities

Objective	Detailed action/target (and lead officer)	Target Date/ milestones	Planned outcome/performance indicator
<b>Priority 1. Policy development and performance management</b>			
E&D Ob 1. Assess the implications of the Equality Act 2010 for schools and the directorate and plan for its implementation.	(1) Assess new responsibilities for schools. (David Silvera)	March 2011	Ensure schools and the directorate are aware of minimum legal requirements.
	(2) Prepare for their implementation through developing appropriate policies and guidance.	September 2010/ March 2011	Key priorities and actions for schools and directorate identified and included in relevant policies.
	(3) Provide training on their implementation to school leaders including governors. (David Silvera)	March 2011	Directorate and Council action planning includes 3 years equality actions to improve equality outcomes for children and young people based on sound equality impact assessment having taken place.
	(4) Assess new responsibilities and Identify 3 year equality objectives for the directorate. (David Silvera)	March 2011	
E&D Ob 2. Improve equality performance management.	Draft and disseminate appropriate policies, plans and guidance to enable the directorate to be in full compliance with statutory responsibilities and locally agreed actions supporting equality and diversity. (David Silvera)	June 2010 / March 2011	Equality and diversity action plan, reports and other relevant documents are produced. The directorate makes a full contribution to corporate equality and diversity development work. The advancement of equality continues in Children's Services.

E&D Ob 3. Schools continue to fulfil their equality & diversity responsibilities through strategic planning.	Continue to support schools to develop their equality work and provide policy development materials, advice and guidance on their use. (David Silvera)	March 2011	Schools aware of their obligations and have access to policy development materials. Relevant documents drafted and published and support given to establish their use in schools.
E&D Ob 4. The local authority and schools fulfil their statutory responsibilities, collect information, process and respond appropriately to racist incidents	Collect, collate and analyse data relating to racist incidents in schools and the directorate. Provide advice, support and training as necessary to school and directorate staff about recognising and responding to such incidents. Revise/update relevant documentation as and when necessary. (David Silvera)	June 2011	Racist incidents data is published in the Council's agreed format annually. Advice, support and training continue to be delivered to all staff when required.
E&D Ob 5. Improve equality data and intelligence	Complete outstanding equality impact assessments (EqIAs). (David Silvera)	September 2010	Equality impact assessments completed within timescale. Improvement actions identified and scheduled.
	Support implementation of agreed Council processes to ensure statutory responsibilities are met including those related to equality impact assessments. (David Silvera)	March 2011	Appropriate policies/functions identified for EqIAs. EqIAs completed at the correct stage. Improvement actions identified and scheduled.

## Priority 2 Engagement

E&D Ob 6. Support the development of existing key engagement mechanisms.	(1) Support the promotion of the Council's BME consultation event (2010) and increase participation of children and young people. (David Silvera)	November 2010 (Event) March 2011 (Report)	Successful event held that includes full participation of the directorate and increased participation from children and young people, feedback from which takes full account of their concerns leading to improved understanding and focussed provision.
	(2) Support Action for Disabled People and Carers group. (David Silvera)	March 2011	Involvement leading to service improvement for children and young people living in families which include disabled people.
	(3) Support the (independent) Dudley LGBT Forum. (David Silvera)	March 2011	Improved understanding of the impact of services on the communities represented by the forum.
	(3) Develop routes for consultation and engagement on issues of particular concern to LGBT communities with emphasis on young people's concerns. (David Silvera)	March 2011	Improved understanding of the impact of Children's Services provision on young people from, or associated with, these communities.
<b>Priority 3 Improve communications</b>			
E&D Ob 7. Improve access to information.	Complete revision of equality and diversity section of the 'idudley' intranet website. (David Silvera)	September 2010 / March 2011	Website contains all relevant equality and diversity information and is updated at appropriate intervals.
	Further develop and improve communication by including selected equality and diversity information on Dudley's Internet website. (David Silvera)	September 2010 / March 2011	Selected information available on the Council's Internet website is updated at appropriate intervals.



	Develop smarter methods for communicating with children and young people through use of the schools portal. (David Silvera)	September 2010 / March 2011	Schools portal carries selected equality and diversity information and is kept up to date.
E&D Ob 8. Celebrate the diversity of the Borough's community and the Council workforce.	Mark a range of culturally diverse events in support of national good practice and Dudley's community cohesion strategy. Share good practice in promoting community cohesion with school leaders. (David Silvera)	March 2011	Increased awareness of the Borough's diverse communities. School inspection reports rate community cohesion as good.
<b>Priority 4 Employees</b>			
E&D Ob 9. Increase % of employees with a disability.	Support HR Division implementing action plan arising out of external auditor's review 'supporting people with a disability'. (David Silvera)	Target dates included in action plan.	Increased % of employees with a disability.
<b>Priority 5. Promote community safety and community cohesion</b>			
E&D Ob 10. Support schools to implement good practice through the 'building resilience' programme.	(1) Provide support for schools using the 'Learning Together to be Safe' toolkit. Share good practice developed through involvement in regional forums (David Silvera)	March 2011	Schools have had training supporting the use of these materials to increase staff confidence in their use.
	(2) Work with partners across the Council to develop a plan for engaging schools in activities addressing issues arising out of the PVE framework. (Davis Silvera/ Rosina Ottwell)		Plan developed, implemented being followed. Contribution to relevant National Indicator NI 35 – building resilience to extremism.
E&D Ob11. Progress community cohesion work in schools and across the	Support school leaders, including governors through the production of development materials and training to	March 2010	Increased confidence of school staff to address issues of community cohesion evidenced in the range of activities schools

Council with a particular focus on children and young people.	help them comply with community cohesion duty. (David Silvera)		adopt. School's inspection reports at least good for the community cohesion duty.
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**Glossary:**

CS – Directorate of Children's Services

ECM – Every Child Matters

EqIA – Equality impact assessment

LGBT – Lesbian, Gay, Bisexual and Transgender

NI – National Indicator for Local Authorities and Local Authority Partnerships

PVE – Preventing violent extremism