The Department for Children, Schools and Families

2009 Single Equality Scheme update

Easy Read
What this report is about?

This is the 2009 Single Equality Scheme update by the Department for Children, Schools and Families.

It tells you what we are doing to make life better for children, young people and adults and to make sure they are treated equally.

This guide is split into 4 different sections.

Part 1 - Tells you about the Single Equality Scheme (SES).

Part 2 - Tells you the answers Ed Balls, (the Minister who is in charge of the Department for Children, Schools and Families) gave to the Equality and Human Rights Commission.

Part 3 - Looks at what the Department for Children, Schools and Families has done since the Stephen Lawrence Inquiry.
Part 4 - Tells you what the Department for Children, Schools and Families told the Women and Work Commission about what they are doing to make sure men and women are treated equally.

Who has been involved?

We have worked with lots of people and different organisations to write our Single Equality Scheme. The Single Equality Scheme is our plan to make sure people are treated equally. We have also:

• Organised 2 conferences to talk about treating people equally.

• Visited schools and talked to pupils about how we can make sure people are treated equally.

• Visited conferences run by different organisations to listen and meet people.
Section 1 looks at what the Department for Children, Schools and Families has done in their Single Equality Scheme.

It tells you what we are doing to make sure children, young people and adults are treated equally and with respect in all we do.

It also looks at what the department is doing to make sure that we are a good employer and treat people fairly.

Keeping Children Well

Families want their children to be happy and healthy. The department has worked hard to make sure that health and happiness is at the centre of young people’s services. We now need to make sure this is happening for all children.
We are working hard to end child poverty by 2010 and to make sure that every child has the chance to have an education and choose their future.

Since December 2007 when the Department for Children, Schools and Families first wrote their Single Equality Scheme

We have:

• Written a plan called the “Play Strategy” that tells people how the Department will make sure there are safe and fun places for children to play.

• Set up the “Parent Know How” programme to help parents get information and advice.

• Written a plan called “Healthy Lives, Brighter Futures” to help children and young people stay healthy.
• Set up the National Advisory Council to help check that things in the “Child and Adolescent Mental Health Services” Report are happening.

• Written a plan with other government departments on obesity called “Healthy Weight, Healthy Lives: One Year On”.

•Talked to parents and asked them what they think about services for disabled children.

• Talked to parents to find out what they think about the information and advice they get when they are bringing up their children.
Lots of children have told us that they think play areas are not accessible to them. Disabled children said that there needed to be more ramps and wheelchair-friendly flooring.

We have listened to what the children have said and have written it into our plan.

We have told all Local Authorities using the “Play Funding” money that they must make all play areas accessible when they are building new play areas or making old play areas better.

Local Authorities also have to talk to local children, young people and the community about how they should spend the “Play Funding” money.
The “Healthy Lives, Brighter Futures” plan says what we will do to help children and families stay healthy.

We want to make sure that children and young people from birth to 19 can use the right health services and be healthy.

Health is very important to the department and is written into lots of our plans

We know that the families of disabled children and young people face lots of different barriers. The families of very young disabled children have problems finding childcare.
In May 2007 we worked with another government organisation to write a report called “Aiming High for Disabled Children: Better Support for Families”.

The Department for Children, Schools and Families and the Department of Health are now working on 3 big things from this report:

1: We are working hard to make sure that there are more short breaks for families.

2: We have started to look at how we can make childcare better for families with disabled children.

3: Making transition (moving from childrens services to adult services) better for disabled young people moving into adulthood.
Checking how well we are doing has sometimes been hard because the services disabled children and their families get are different.

This year the Department for Children, Schools and Families and the Department of Health have asked Local Authorities to find out what disabled children and their families think of the services they get.

This information will help the Department for Children, Schools and Families and the Department of Health know if they are making things better.

Making school meals better

Making sure that children and young people get healthy food is important to the Department.
Schools should talk to local children and families to find out what food they would like to see on the school menu.

Schools should also think about making sure the food they offer meets the needs of people from different cultures.

Schools should also make sure that foods and drinks are labelled so that children can choose things from the menu that meet their needs.

Schools should make sure that the catering staff understand about different cultures to help them to plan menus.

Stopping Obesity

We are working hard to help children, young people and families be healthy and keep to a healthy weight.
The Department is looking at the number of children and young people taking part in sport. We are also looking at ways to help children and young people get into playing sport.

The “Sports Strategy” for young people has helped set up:

1. 450 - sports clubs for all children and young people.

2. 250 - sports clubs for disabled children and young people.

It has been agreed with the Government:

To set up a council to make sure the things that were said in the “Children and Young People in Mind” report happen.
That all of a child’s needs must be looked at when assessments happen and that each child should have a package of care that meets their needs.

Parents

The “Children’s Plan” said that parents should be given a voice and be able to tell the Government what they think about services.

A national Parents Panel has been set up to help Ministers understand the issues and problems parents face in England.

We are also working hard to help fathers be more involved in bringing up their children. We have written the “Dad Test” guide to help services support fathers better.
Bullying in and out of schools is one the big worries for children, their families and schools.

We know a lot about how and where bullying happens and we are learning all of the time about how to keep children safe from bullying.

In the future the Secretary of State would like people to record the number of times bullying and abuse happens.

Keeping children safe is important to the Department for Children, Schools and Families.

Lord Laming’s report said that all services needed to make sure that children are safe and they should work together to do this.
Doing well at school usually means that children are successful when they are older.

We have lots of information to say that things in schools are getting better.

Some children are still not doing as well as others. The Department for Children, Schools and Families is working hard to change this and break down barriers.

We know that young disabled people and young people with learning disabilities are more likely not to be in Employment, Education or Training.
“Valuing Employment Now” 2009 sets out the Government’s goals to make employment opportunities better for people with learning disabilities.

Teenage Parents

Information says that girls and young women from some communities are more likely to become pregnant before they are 18.

We have advertised on the television and in magazines to give young people more advice and information about contraception.

The Criminal Justice System

Over half of the people going into the Criminal Justice System are boys.

We are working with other organisations to look at cutting the number of boys who go into the system.
We know that white British young people are more likely to drink alcohol. Drinking Alcohol is less common among minority ethnic communities.

Drinking alcohol can put young people in danger.

We are working with the “Expert Panel” to find out about the risks from drugs and alcohol and how they affect girls and boys.

The Department for Children, Schools and Families as an Employer

We are working hard to make sure the people we employ are treated equally.
But we need to do more for disabled staff and staff from black and minority ethnic communities.

These are some of the things we are doing:

• We are running workshops for staff from these groups.

• We are advertising for a disability co-ordinator to look at disability issues.

• We are working hard to support people with learning disabilities, mental health issues, care leavers and ex-offenders into employment.

• In 2010 and 2012 the Department for Children, Schools and Families will be moving offices. We will be talking to our members of staff to make sure the buildings meet their needs.
This easy read document is the last report from the Department for Children, Schools and Families on our 2007 Single Equality Scheme.

In 2010 the Equality Bill is likely to be law.

This law will change the way the Department for Children, Schools and Families and other organisations work to make sure that everyone is treated equally.
The Equality and Human Rights Commission (EHRC) has asked the Department about the Secretary of State Report on disability equality.

The Equality and Human Rights Commission asked lots of disabled people and their organisations what they thought about the Secretary of State Report on disability equality so far.

This section shows the answers Ed Balls, (the Minister in charge of the Department for Children, Schools and Families) gave to the Equality and Human Rights Commission.

What about Personalisation?

There is a guide to show teachers how they can give more support and opportunities to disabled pupils.
The guide is called “Personalised Learning - A Practical Guide”.

Schools will be given money so that they can make buildings which are easy to get around.

There will be more support in lessons and easier to use computers. This is called the “Personalisation Learning Fund”.

**What about Extended Schools?**

Extended schools are schools that give support and classes at the start and end of the normal school day.

There is a new guide book to give schools ideas on how to let disabled children and young people take part in these extra classes and have their voices heard.
The guide is called “Extending Inclusion - Access For Disabled Children and Young People To Extended Schools and Children’s Centres: A Development Manual”.

**What about Newly Built Schools?**

New schools need to be built so that they are accessible to disabled people.

**What about what people achieve in School?**

Schools need to be built so that it is easier for people with special hearing needs to hear things.

The “Children’s Plan” wants disabled children and young people to enjoy school more and do as well as they can.
The Government will look at 500 schools to find out how schools and parents can work together to stop the things which make it hard for people to learn.

There will be better training for teachers to support children with Special Educational Needs (SEN).

What about Work Experience?

Work experiences are given to pupils by a group called ‘Education Business Partnerships’.

Work experiences help pupils to learn what happens in different jobs and should be accessible to people with learning disabilities.

The Department for Children, Schools and Families has made a new book called the “Work Related Guide”. This gives ideas on how to support disabled people find work experiences which suit them best.
More effort should be made to encourage disabled people to become school governors and help them run schools.

More effort will be made to support disabled parents including deaf parents.

In 2009 a new “Parents Panel” was made. This is a group of parents who talk about the problems parents face.
18 Local Authorities are carrying out a “Parenting Implementation Project”. This project is trying to find new ways to give services to parents including disabled parents and to make services for children and services for adults work better together.

It has put these ideas into a toolkit which can be found on the website of the Social Care Institute For Excellence.

What about Sport?

The Olympics and Paralympics in 2012 are a good chance to improve sport for disabled children and young people in schools.

The Department for Children, Schools and Families gives money to a project called “Ability vs Ability” to help raise awareness of disability in primary and secondary schools. The Project will give information about sport for disabled people.
Disabled people should have equal access to job placements and support to carry on learning when they leave secondary school.

There will be money support, information and courses available.

The Government has been working hard to make schools more aware of the rules under Disability Discrimination Act.

Special Educational Needs advisers are going to go to schools to see if they have disability equality schemes.
These schemes are written plans in which schools say how they are going to treat everyone equally.

The Department For Children Schools and Families will make an easy read guide to tell schools what they need to do to meet the rules of the Disability Discrimination Act.

What about learning on the job?

There is a programme for people aged 14 to 19. There will be more chances to start qualifications for disabled people and people with learning disabilities.

There will be help for more young disabled people to join supported employment or live independently.
Transport should not stop people taking part in school life. Local Authorities must make a transport plan every year to show everyone how they will make transport accessible.

People will be able to study courses at their own pace and retake any parts that they have not finished.

The government wants more young people to carry on at school to the age of 18.

An important goal for the Government is to lower the number of disabled people who are not at school, at work or on a training course.
There will be a check up of Transition Services for people with special educational needs.

Foundation learning in schools will be at the learner’s pace and give awards for work experience.

Local authorities will now run the Connexions service. Connexions advisors will give support and advice to disabled young people with learning disabilities up to the age of 25.

The government is working with the Training and Development Agency for schools to increase the number of disabled people who work in teaching.
3. Stephen Lawrence Inquiry

This section looks at the 3 things the Stephen Lawrence Inquiry said the Department for Children, Schools and Families should do.

These are the things the Inquiry said:

1. The Department for Children, Schools and Families need to think about how the National Curriculum (the plan of all of the things children and young people learn when they are in school) looks at making sure people are treated equally and stops racism.

2. Local Education Authorities and school governors must write plans to look at how their schools can stop racism.

3. That Inspections should look at how these plans have been put into action.
This is what the Department for Children, Schools and Families has done about these 3 points.

1. The National Curriculum

From October 2007 the Department for Children, Schools and Families has been helping schools to link with each other, so that pupils can learn about the experiences of pupils from different backgrounds.

In 2008 and 2009 we organised “Who Do We Think We Are” weeks. Lots of pupils took part in different activities to help them think about “who they are”.

The Department for Children, Schools and Families is now working on the “Who Do We Think We Are?” website for teachers to help pupils think about difference and treat people fairly and with respect.
To make sure that the second point is met the Race Relations Act of 2000 said that all schools had to have a Race Equality Policy.

Schools have to check these policies are working and change them if they are not.

Schools have to check that they are doing enough to help pupils respect each other and stop all types of bullying.

The Department for Children, Schools and Families is looking at making a law to make sure that all reports of bullying are recorded.

We are working closely with the Anti Bullying Alliance and schools to “stamp out bullying”.
The City Academy Bristol has held talks looking at how people can be treated equally. Lots of people from local communities have been to these talks.

The Stephen Lawrence Education Standard is given to schools in Leeds that have helped share the good work they have been doing to stop racism and to make sure people are treated equally.

Nearly 200 schools in Leeds have been given the Stephen Lawrence Education standard.

All schools in Leeds are reporting the number of times racism happens in their schools.
This section looks at what the Department for Children, Schools and Families has done since the Women and Work Commission wrote their reports called “Shaping a Fairer Future”.

The Women and Work Commission’s reports said that the Government needed to think about the chances people have to learn, work and earn money.

They told the Government about how they could do this.

The Department for Children, Schools and Families has more work to do to make sure that young women and men have the chance to learn the skills they need to have good jobs and be well paid.
The Department has said that they will make sure that young people have the information and support they need to decide what they would like to do in the future.

The Department for Children, Schools and Families and the Women and Work Commission want to see the same things happening.

Our Single Equality Scheme looks at what all our departments are doing to make sure that women and men are treated equally.

We are also working hard with other organisations in education to make sure things change for the better.

The rest of this section will tell you how we are doing this across different areas in the Department for Children, Schools and Families.
Early Years

We are working with children from birth up to 5. We are helping children understand that everyone is different and this is good.

In September 2009 every council offered free childcare to families with children aged 2 who need it the most.

From September 2010 parents of young children who want to go back to work will be able to get 15 hours a week free childcare.

Primary Education

We have written a new plan to help schools think about the lessons they run. The lessons will help children think about where they live, their local environment and other places in the UK and world.
In November 2009 38 schools started looking at jobs children can do when they are older. We hope that this will help children and their families think about their choices for the future.

We know that some children are told that they cannot do a certain job because they are a girl or a boy. The Department for Children, Schools and Families wants to change this.

We are helping young people aged 14 -19 think about what they want to do when they leave school. We are then supporting them to get the skills and experience they will need to do this job.

We want all young people to feel able to choose to learn through education or work experience.
Lots of businesses help young people in England to find out what it is like to work.

We know that some of businesses are finding it hard at the moment and because of this it may be difficult for them to offer young people work placements.

But even if a business cannot offer a placement to a young person there are lots of other ways they can help young people think about work.

The Department for Children, Schools and Families is working with the Institute for Education Business Excellence (IEBE) to look at setting up a “buddying” scheme for girls on work placements.

We are also trying to get more young people to learn about Science, Technology, Engineering and Maths.
We know that more work needs to be done with girls to help them think about studying Science.

Training Teachers

The Department for Children, Schools and Families is working with teachers to help them learn more skills so they can teach children and young people new skills for work.

All teachers now have to take part in 30 hours of training a year to keep their skills up to date.

We are looking at how trainee teachers can change people’s views about the roles of men and women and the jobs they do.

The Training and Development Agency for Schools (TDA) is also looking at what trainee teachers think about the training they get.
The “Gender Agenda” has helped us to understand why girls do better than boys in some subjects and boys do better than girls in others.

The “Gender Agenda” came to an end in July 2009. We have written 3 booklets to tell people what we found out. These are:

1. “What Works to Improve Achievement for Boys and Girls”.

2. “Addressing Gender and Achievement: Myths and Realities”.

3. “Gender and Education - Gapbusters”

All of these booklets can be downloaded from the teachernet website:

www.teachernet.gov.uk
The Young Peoples Learning Agency (YPLA) will look at making sure men and women are treated equally and fairly.

All Government Departments and other public organisations will check how their policies are affecting women.

We will make sure that all of the organisations offering training have their own equal opportunities policy.

The Children’s Workforce Development Council will make sure that any organisation they work with has an equal opportunities policy.
You can download this report or order copies online at: 
www.dcsf.gov.uk/des/
Search using reference: Single Equality Scheme

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