

**UPDATE ON ETHNIC
DIVERSITY ACHIEVEMENT
SERVICE**

Restructuring & Savings

- Wide gaps in attainment for pupils from BAME groups
- Stage 1 restructure brought ASET and EMAS together in 2009/10
- Stage 2 re-structuring further reduced the central OCC workforce from 29.6 to 4FTE
- Funding transferred to schools; some staff employed by schools directly.
- Staff re-applied for posts in central team
- Savings 2011/12 250K and in 12/13 90K

The New Team

- Julie Timbrell 0.6 Lead teacher EAL
 - Esther Menon 0.4 Lead teacher EAL
 - Gurbax Ghattora 1.0 Lead teacher BAME
(school focus)
 - Khalid Mehmood 1.0 Lead teacher BAME
(communities link)
 - Jo Bass 0.8 Lead teacher GRT
 - Linda Thomas 0.6 Community link GRT
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- This full team is expected to be in place by December 1st 2011.

New Ways of Working

- Team integrated within Educational Effectiveness Team and led by Standards and Progress Manager SEN/AEN
- Strong leadership and experience Sue Bainbridge
- Smaller team but fund available to broker tailored support – will work as part of the Aspiration Network concept – (school to school support)
- Better and more timely use of data.

Planned Actions

- Support for new arrivals
- Network meetings linked to hubs for designated teachers
- Lead teacher to work with community leaders
- Increasingly important web presence for sharing good practice
- Priority areas will be Banbury and Oxford City
- Piloting new approaches to working with GRT communities
- Use of PASS (Pupil Attitudes to Self and School)
- Aspiration Networks
- Developing skills – external courses LILAC (Languages in Learning across the curriculum)