

## **LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP**

**10:30 TO 13:30, 20 NOVEMBER 2019, CONFERENCE ROOMS C+D, ST ANDREW'S HOUSE, EDINBURGH**

### **1. Welcome, introductions, apologies**

Apologies were noted from representatives of the following organisations:

- The Convention of Scottish Local Authorities
- Association of Directors of Education in Scotland
- Scottish Youth Parliament
- Scottish Government Equality Unit
- Scottish Qualifications Authority
- National Parent Forum of Scotland

### **2. Note of last meeting (18 September)**

The note of the last meeting was agreed for publication on the Scottish Government's website.

Several of the outstanding actions were discussed in the meeting:

- Action 39 (LGBT Youth Scotland to share relevant good practice data from Charter Awards with Education Scotland) was discussed under item 8.
- Action 44 (Career Long Professional Learning update) was discussed under item 3.
- Action 45 (update risk register) is a standing action and was discussed under item 3.
- Actions 46, 48, 51 and 52 (RSHP Guidance – LGBT annex updates) was discussed under item 6.
- Action 53, 54 and 55 (Education Scotland updates) was discussed under item 4

Updates were given on the following items:

#### **Action 49 - Confirm reporting asks of Initial Teacher Education (ITE) Institutions**

The Scottish Government confirmed that ITE institutions reported on the inclusion of the following topics within ITE courses in 2018:

- confirm detail of ITE content related to Adverse Childhood Experiences (ACEs) and Mental Health
- Enhance programmes of Initial Teacher Education and Continual Professional Development to improve understanding of autism
- Assessment of Children's progress

- Increasing diversity in the teaching profession
- Addressing gender stereotyping & segregation
- play as a form of learning and pedagogy

These are in addition to the LGBT inclusion ask.

### **Action 50 - Take forward the three options agreed for increasing LGBT inclusion within ITE**

Since the last meeting, a draft agenda for the Initial Teacher Education (ITE) round-table in February has been agreed with the Chair of the Scottish Council of Deans of Education. The Group were also content with the draft agenda.

**Action 58:** LGBT Youth Scotland and *respectme* offered to share a paper on their current involvement with ITE institutions in advance of February's roundtable.

The Scottish Government will proceed with the arrangements for February's round-table meeting. Support for student teachers on placement will be considered at the round-table.

A meeting has also been requested with the General Teaching Council of Scotland.

### **Action 56 (Take forward planning for the national and then regional engagement events).**

The young people engagement sub group is due to meet in early December to discuss the planning of the national engagement event in Spring and the subsequent programme of regional engagements.

The sub group will keep the Implementation Group informed of progress.

### **Action 57 (Confirm position on the inclusion of sexual orientation and gender questions in the new School Health and Wellbeing Census)**

The Scottish Government updated the Group on the decision by Scottish Government analysts not to include a sexual orientation question or a gender question that would indicate a trans status in the current HWB Census.

Officials from the Scottish Government's Learning Analysis team will be invited to a future Implementation Group meeting to discuss how these questions could be framed in future censuses.

### **Action Log Update**

Given the number of actions now included on the log, the Scottish Government will consider how the information is presented to ensure it can be easily read.

### **3. Action plan review & risk register**

Updates include the agreed proposals on ITE inclusion and young people engagement.

The updated action plan will now be published on the Scottish Government's website.

## **Risk Register**

The risk register has also been updated to reflect the agreed proposals on ITE inclusion and young people engagement.

The Scottish Government will review the risk scorings for recommendations 20-5 (Awareness Training Course), 21-4 (Investing), 20-4 (Career Long Professional Learning – CLPL - Provision) to reflect the current position. The delivery of the specific recommendation on CLPL will be discussed at the next meeting, including ways of delivering the recommendation innovatively and collegiately with group members.

**Action 59:** The Scottish Government will produce a paper for the next meeting setting out potential options for taking these recommendations forward in an innovative and collegiate manner.

## **4. Education Scotland updates**

### **a. Curricular Benchmarks update**

Education Scotland outlined a proposal for taking forward recommendation 20-9, the review and development of LGBT specific curricular Benchmarks.

Education Scotland outlined the process involved in a formal update of the Benchmarks. This would involve a detailed proposal being considered by the Curriculum and Assessment Board (CAB), which has responsibility for Curriculum for Excellence, and then the Scottish Education Council, Chaired by the Deputy First Minister and Cabinet Secretary for Education and Skills.

Education Scotland suggested that an alternative approach to formal inclusion, which aimed to achieve a similar outcome in a shorter timeframe. This involved Education Scotland consolidating their review of the existing Benchmarks with Senior Education Officers from their curriculum team. In undertaking the extended review, Education Scotland would work with members of the Implementation Group to identify existing resources which may help inform a renewed resource which can be uploaded onto the National Improvement HUB. The new resource would highlight where LGBT learning can be incorporated into existing specific curriculum benchmarks within targeted curricular areas.

Linking the benchmark resource to the review of existing LGBT teaching resources as part of recommendation 19-7 would help to align assessment, teaching and learning materials on the National Improvement Hub.

To take this forward, Education Scotland proposed that the existing Resources sub group develops this guidance by the end of the 2019-2020 school year (June 2020).

The development of a new resource was welcomed by the Group. However, to meet the aims of the recommendation, the Group felt that a request for a formal review and development of LGBT specific Benchmarks should be made to the Curriculum and Assessment Board. The followings points were made in the discussion:

- This recommendation aims to achieve long-term systemic change and this cannot be achieved by new resources alone;
- Greater awareness of the aims of LGBT inclusive education may be needed across the education system;
- LGBT inclusion in the Benchmarks is intended to support teachers to include LGBT content across the curriculum;
- A strong case for this approach was made in the development and acceptance of the recommendation in 2018; and
- The approach taken to include LGBT specific Benchmarks can be used as a model for the inclusion of other protected characteristics.

**Action 60:** Education Scotland and the Resources Sub Group will take forward the development of a cross-curricular LGBT inclusion resource by June 2020.

**Action 61:** Education Scotland and the Scottish Government will update the group at the next meeting on the potential to take forward a proposal to the CAB.

#### **b. Resource review**

Education Scotland updated the Group on work of the Resources Sub Group, which met in late September. Evaluation criteria has been agreed and Education Scotland has started to compile a set of resources for evaluation. A list of these resources was shared with the Group. Education Scotland is are now considering current gaps. During the discussion, the following points were made:

- Key gaps include the availability of resources and lesson plans for LGBT curricular inclusion in subjects aside from RSHP;
- LGBT Youth Scotland is working with Dumfries and Galloway Council to develop cross-curricular LGBT specific lesson plans, which can be shared when ready.
- The Scottish Catholic Education Service confirmed that they would like their resources included and that a link to their website would be the easiest way of signposting them.

Any further resources for inclusion in the evaluation should be sent to Education Scotland or via the SG Secretariat for this group. Education Scotland will then consider existing gaps.

Education Scotland will add the additional resources to the existing LGBT inclusive education page on the National Improvement Hub.

### **c. Inspection prompt questions**

Education Scotland updated the Group on the LGBT prompt questions for inclusion in the Equality and Inclusion Inspection Toolkit. While it would not be appropriate for the toolkit to be shared in its entirety, Education Scotland will share the agreed LGBT prompt questions with the Group. The Group asked that care should be taken to avoid the use of judgemental terms in the prompt question, such as vulnerable.

The Group discussed the role of the pre-inspection questionnaire and suggested that how it is viewed and used by young people could be a question included in the young people engagement sessions. This will be considered by the young people engagement sub group.

**Action 62:** Education Scotland to share a copy of the current pre-inspection questionnaire with the Group for their consideration and comments. This will be shared alongside a copy of How Good Is Our School 4, the self-evaluation toolkit for practitioners.

## **5. Scottish Qualifications Authority update**

The Scottish Qualifications Authority (SQA) updated the Group on progress with the development of LGBT specific course specifications.

Their qualifications development teams are initially considering the inclusion of LGBT course specifications in history, politics and modern studies. Discussions with development teams are continuing to identify where assessable content may be added in other graded courses. SQA are working towards inclusion in 2022 qualifications.

The next meeting of their external steering group will take place in January.

**Action 63:** SQA will present a paper at the next Implementation Group on progress and the content of the LGBT course specifications under consideration.

## **6. Relationships, Sexual Health and Parenthood (RSHP) Guidance**

The Group discussed the latest version of full RSHP guidance, which included comments from the TIE Campaign.

### **Use of Thematic Outcomes**

The Group discussed the use of thematic outcomes in the guidance, which was a recommendation 19-6. Following discussion, the Group preferred the use of specific high-level outcomes for each of the guidance's annexes. A paragraph could be

added to the introductory section to clarify how teachers can use the guidance and the thematic outcomes included within the annexes.

In addition, the following comments were made:

- Guidance needs to focus on how RSHP can be delivered, rather than the why;
- A link to contextual history of LGBT inclusion can be included;
- Further consideration needs to be given to the balance of the annexes;
- Signposting to key resources could be clearer; and
- Include Curriculum for Excellence outcomes rather than case studies;

**Action 64:** Scottish Catholic Education Service will consider the inclusion of experiences and outcomes in the Faith-based education annex.

- Clarify what is meant by LGBT Experience and Outcomes and consider including RSHP Experiences and Outcomes for every curricular level;
- Language should reflect the celebratory tone of LGBT inclusion;
- Clarify the wording of how the guidance applies to denominational schools;
- The guidance on parental involvement in the Faith-based education annex is strong. This should be replicated throughout the document; and
- While a large group of stakeholders has been involved in drafting, the guidance may benefit from comments from a wider group of critical friends.

The Scottish Government will reflect the comments made by the Group in the next draft of the guidance.

## **7. Parental advice**

The Scottish Government updated the Group on the suggestion by the National Parent Forum of Scotland to develop an LGBT inclusive education resource for parents and carers. The aim of the resource is to provide parents and carers with the basic information they need to support LGBT inclusive education. The group discussed a first draft of the resource prepared by the Scottish Government. The following comments were made:

- The resource should set the right tone for the audience and care should be taken to avoid it being too prescriptive;
- It is important to reassure parents and carers that they do not need to be an expert in this area. It is the intention that is key;
- Emphasise why LGBT inclusion is important and include brief contextual history in the introduction;
- The resource should highlight and possibly signpost ongoing work;
- The resource could include basic information on LGBT relationships;
- Detailed definitions unnecessary. The resource should focus on basic information;
- Consider title change from 'fact' to information sheet;

- LGBT Youth Scotland is working with Parentline Scotland to develop a resource on how to support LGBT young people 'coming out', which can help inform the National Parent Forum of Scotland resource; and
- The TIE Campaign also offered to feed in comments from a related resource they are developing.

**Action 65:** Scottish Government will consider the Group's comments and meet the National Parent Forum of Scotland to take forward the development of the resource.

## **8. Showcasing of school-based effective practice**

The Group discussed current progress with recommendation 19-8, to showcase school-based effective practice. This recommendation is currently being led by Education Scotland in tandem with the review of resources. It is also the focus of the planned young people engagement sessions. The two main elements to this recommendation are:

- Collecting case studies of effective practice
- sharing case studies of effective practice

In addition to the compilation of a set of positive case studies, which would be hosted on the National Improvement Hub, it would be desirable to provide schools with a set of basic criteria outlining in general terms what effective looks like. The case studies would then provide further reading on specific initiatives that have been trialled in schools. The Group offered to share examples of effective practice from their school engagements.

**Action 66:** All to send Education Scotland examples of school based effective practice.

The Group emphasised the importance of collecting examples of the impact of LGBT curricular inclusion as well as examples of whole school community inclusion

The Group discussed the development of the criteria and LGBT Youth Scotland offered to share the principles from their LGBT Gold Charter Mark to inform a further discussion at the next meeting.

**Action 67:** LGBT Youth Scotland to share the principles from their LGBT Gold Charter Mark.

## **9. Any Other Business**

### **National Parent Forum of Scotland attendance**

The TIE Campaign asked, on behalf of the National Parent Forum of Scotland, that the individual emails addresses of parent forum members are included in correspondence and meeting requests for the Implementation Group.

## **Circulation of Group Papers**

The Equality Network asked that Implementation Group papers be shared further in advance of each meeting.

### **10. Date of next meeting**

Dates for 2020 have yet to be confirmed. The Scottish Government will arrange the next meeting in Glasgow towards the end of January 2020.

December 2019