LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP
NOTE OF MEETING ON 17 JULY 2019
09.30 to 11:30, CONFERENCE ROOMS C+D+E, 3RD FLOOR, ST ANDREWS HOUSE, EDINBURGH, EH1 3DG

Attendees:
Nicola Dickie, COSLA (Chair)
Cara Spence, LGBT Youth Scotland
Paul Daly, LGBT Youth Scotland
Caitlin Wood, LGBT Youth Scotland
Jordan Daly, TIE Campaign
Liam Stevenson, TIE Campaign
Eleanor Boyd, Scottish Qualifications Authority
Megan Sneddon, Stonewall Scotland
Sophie Bridger, Stonewall Scotland
Stuart Downes, Scottish Government
Laura Meikle, Scottish Government
Katie Ferguson, respect*me*
Martin Hayward, Equality and Human Rights Commission Scotland
Paul Sloan, Scottish Government
Robert Eckhart, Scottish Government

1.   Welcome, introductions, apologies

Apologies were noted from the following members:

- Barbara Coupar and Jo Hughes, Scottish Catholic Education Service
- Laura Pasternak and MSYP Members, Scottish Youth Parliament
- Joan Lennon, Educational Institute of Scotland
- Colin Crawford, Association of Directors of Education in Scotland
- Trevor Owen, Scottish Government
- Phil Alcock, Scottish Government
- Colin McFarlane, Stonewall Scotland
- Charlotte Harrison and Joanna Murphy, National Parent Forum of Scotland
- Jim Thewliss, School Leaders Scotland
- Rebecca Crowther, Equality Network
- Laura-Ann Currie, Education Scotland

2.   Note of last meeting (23 May)

The note of the 23 May meeting was agreed, subject to one amendment to the discussion under item 3 (SQA Course Specifications):

- 'The team will consider the inclusion and assessment of LGBT content, initially focussing on National 5 *and Higher* level courses that have a larger uptake.'

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

Completed Actions

Actions 18 and 23 have been completed since the last meeting.

Audit of Resources

The timescales for actions 24 and 25 have been moved to winter 2019 to reflect the timescales suggested by Education Scotland for taking forward the audit by the end of Phase 1.

The Scottish Government provided an update on behalf of Education Scotland on their detailed proposal for taking the audit forward. Education Scotland intend to engage with TIE, Stonewall Scotland, LGBT Youth Scotland, SCES, ADES, EIS and SLS members of the Implementation Group, before forming a stakeholder group involving their representatives and members of TIE's teacher panel. The stakeholder group will be responsible for gathering resources and agreeing criteria for evaluating them. The collated resources will be allocated to Implementation Group members for evaluation at the November meeting. The Implementation Group would decide upon the final set of resources to be uploaded onto the Education Scotland National Improvement Hub at their meeting in early 2020.

Showcasing school-based good practice

The Scottish Government provided an update on behalf of Education Scotland. Education Scotland have limited resources to evaluate school based good practice across the country. Nevertheless, they are happy to take this recommendation forward in combination with the resource audit. Education Scotland welcomed the offer from LGBT Youth Scotland to share information from their charter awards (action 39), which will provide a useful starting point for gathering examples.

Curricular Benchmarks Update

The Scottish Government provided an update on behalf of Education Scotland, who are seeking a meeting with the TIE Campaign to discuss this recommendation. LGBT Youth Scotland and Stonewall Scotland expressed a willingness to be involved in the meeting.

Action 42: Education Scotland to meet TIE, LGBT Youth Scotland and Stonewall Scotland to discuss the update of curricular benchmarks and feedback to the wider Implementation Group in September.

Suggestions for inclusion in SQA's LGBT course specifications

The SQA confirmed that their Qualifications Development Team would meet for the first time in August. Updates on its work will be available thereafter.

3.   Action Plan Review

The Group discussed the action plan, which was last updated before its publication on the Scottish Government's website in March.

To date, four of the ten recommendations for delivery in Phase 1 have been completed. Progress with the RSHP guidance review (19-6) was discussed under agenda item 5 of this meeting. Updates on the audit of resources (19-7) and the showcasing of good practice (19-8) were discussed under agenda item 2. There are three further recommendations for delivery in Phase 1. These are:

a.   Young People Engagement Update (19-5)

The sub group to develop the young people engagement proposal (action 40 and recommendation 19-5) met following this meeting. The sub group will develop a detailed proposal for the Implementation Group's consideration at the September meeting (action 40).

This recommendation is considered on track for delivery within Phase 1.

b.   Engagement with Initial Teacher Education Institutions (19-9)

The Scottish Government is due to meet with the Scottish Council of Deans of Education to discuss recommendations 19-9 & 20-3. A date is being fixed for August and the Group will be provided with an update in September (Action 14). The major part of these two linked recommendations is due for delivery in Phase 2. These recommendations are therefore considered on track for delivery.

c.   Inspection Prompt Questions (19-10)

The Scottish Government provided an update on behalf of Education Scotland. Education Scotland have forwarded the suggested prompt questions submitted to them to their scrutiny team.

Action 43: Education Scotland to provide an update on the development of LGBT prompt questions for inspections at the September meeting.

The published action plan will be updated to reflect these updates.

Wider Progress

The Group considered overall progress with the delivery of the 33 recommendations. While Phase 1 recommendations are on track, the Group requested substantive updates on recommendations 19-9 & 20-3 (LGBT inclusion within Initial Teacher Education courses - action 14), 20-4, 20-5 and 20-6 (the development of LGBT basic awareness and Continuous Lifelong Professional Learning (CLPL) courses).

Action 44: Scottish Government to provide an update on the development of LGBT basic awareness and CLPL courses at the September meeting.

4.   Implementation Risk Register

The Group discussed the draft risk register, which seeks to give a risk score for the delivery of each of the recommendations. An overarching risk for the delivery of LGBT inclusive education has been created and recommendation delivery risks have been combined, where applicable, to avoid duplication. The risk scores have been calculated using the Scottish Government's risk scoring table.

The risk register will be used to support the Implementation Group's oversight role by focusing the Group's time on managing the highest scored risks.

External risks, such as the spread of misinformation, anti-trans comments in relation to the Gender Recognition Act, lack of uptake in all schools, school protests and Brexit should be reflected in the register. Controls, in the form of the recommendations and the commitment of Implementation Group members can be added as mitigating factors against these risks, as appropriate.

Action 45: The Scottish Government will update the risk register after each meeting.

5.   RSHP Guidance Review – LGBT Section

The Group discussed the latest version of the LGBT section of the updated guidance. This included minor amendments from the Scottish Government on the thematic outcomes (action 41).

The Group was also updated on progress with the wider review. The Core Review Group met for the first time on 28 May. Membership comprises of Scottish Government, Education Scotland, COSLA, ADES, RSHP National Steering Group representatives and will include representation from the Scottish Youth Parliament. The Core Review Group was content for the Implementation Group to proceed with the drafting of an LGBT section, which, once ready, will be submitted to the Core Review Group for inclusion in the final draft. The Core Group will also share a near final draft of the updated guidance with contributors before the public consultation is launched. The next meeting of the Core Group is scheduled for 22 July.

The following points were made in the discussion:

- The national RSHP teaching resource that is being launched in September needs to align with the updated RSHP guidance.
- The thematic outcomes need to align with the Curriculum for Excellence Experience and Outcomes and Benchmarks for RSHP.
- The thematic outcomes should be reflected throughout the guidance, not just in the LGBT section.
- A definition for asexual identities should be added (action 35)
- Care should be taken around expectations of children and young people intervening in cases of prejudiced-based bullying.

- While children's rights and confidentiality will be covered more broadly in the updated guidance, a paragraph on the confidentiality of LGBT young people should be added.

Action 46: Education Scotland to comment on the alignment of the thematic outcomes listed in the LGBT section of the RSHP guidance with the Experience and Outcomes and Benchmarks for RSHP education.

Action 47: LGBT Youth Scotland to send a contribution for the LGBT section of the RSHP guidance based on key topics that children and young people have raised with them during their engagement sessions.

Action 48: Scottish Government will update the draft LGBT section of the RSHP guidance to reflect the Group's feedback and will circulate it to the Group for final comments.

6. Any Other Business

TIE advised the Group that there might be a protest against LGBT Inclusive Education in September; however, this may relate to the campaigning against statutory inclusion in the English curriculum.

7. Date(s) of next meeting(s)

The Group agreed to change the 20 November meeting to a 10.30 start to avoid off peak travel costs for members.

Dates of Future meetings:

- 13:00 to 16.30, **Wednesday 18 September**, James Watt A, Atlantic Quay, Glasgow

- 10:30 to 13.30, **Wednesday 20 November**, Conference rooms C+D, St Andrew's House, Edinburgh