

**LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP
NOTE OF MEETING ON 19 MARCH 2019
10.00 TO 13.30, VICTORIA QUAY, EDINBURGH**

Attendees:

Nicola Dickie	COSLA (Chair)
Phil Alcock	Scottish Government
Barbara Coupar	Scottish Catholic Education Service
Paul Daly	LGBT Youth Scotland
Megan Sneddon	Stonewall Scotland
Joan Lennon	Educational Institute of Scotland
Colin Crawford	Association of Directors of Education
Laura Meikle	Scottish Government
Stuart Downes	Scottish Government
Robert Eckhart	Scottish Government
Paul Sloan	Scottish Government
Mary Berrill	Education Scotland
Becky Crowther	Equality Network

Note of Meeting

1. Welcome, introductions, apologies

The Chair welcomed everyone to the meeting.

The following apologies were noted:

- Mary Berrill, Education Scotland
- Cara Spence, LGBT Youth Scotland
- James Morton, Scottish Trans Alliance
- Orla MacLeod MSYP, Scottish Youth Parliament
- Jordan Daly, Time for Inclusive Education Campaign
- Liam Stevenson, Time for Inclusive Education Campaign
- Colin Macfarlane and Sophie Bridger, Stonewall Scotland
- Martin Hayward, Equality and Human Rights Commission
- Charlotte Harrison and Joanna Murphy, National Parent Forum of Scotland
- Jim Thewliss, School Leaders Scotland
- Katie Ferguson, *respectme*
- Trevor Owen, Scottish Government

2. Note of the last meeting (15 February)

The group agreed the note of the last meeting.

Completed Actions

Actions 3, 5, 16, 17, 19, 20, 21 and 22 have been completed since the last meeting.

Education Scotland Recommendations (Action 4)

Education Scotland updated the group on the recommendations they are taking forward.

LGBT Curriculum Benchmarks (20-9)

A review of Curriculum for Excellence benchmarks is being discussed with proposed work being completed thereafter.

Action 26: Education Scotland to update the Implementation Group on the review of curriculum benchmarks in summer 2019.

LGBT Curriculum Experience and Outcomes (21-14)

The Scottish Education Council (SEC) and the Curriculum Assessment Board (CAB) request and consider evidence on the need to develop specific Experiences and Outcomes. Education Scotland are due to meet TIE to discuss further and will advise the group of any forthcoming opportunities to consider LGBT specific Experience and Outcomes.

Action 27: Education Scotland to advise of forthcoming opportunities for the SEC and CAB to consider the development of specific LGBT experience and outcomes.

Development of LGBT Prompt Questions for Inspections (19-20)

Action 28: All group members were asked to consider and share any suggestions for LGBT prompt questions with Education Scotland.

LGBT Training for Inspectors (20-10)

Professional training was delivered to all inspectors in February 2019 on how to evaluate equality outcomes during inspection. This training offer will be evaluated and repeated.

LGBT Inclusion in SQA Course Specifications and Guidance (Actions 5 & 16)

The SQA has invited group members to join a sub group to take forward recommendation 15. SQA have suggested an update on the work of this sub group will be given at the core Implementation Group meeting in May.

LGBT Young People Engagement (Action 12)

The Scottish Government has agreed to present a paper at the May Implementation Group meeting outlining suggested options for engagement with young people.

Action 29: Scottish Government to present a paper on LGBT Young People Engagement at the May Implementation Group.

Implementation Risk Register (Action 18)

The suggested deadline for the creation of an implementation risk register was today, however it is anticipated that the group will have a better understanding of the risks associated with delivery by the end of Spring 2019. The Scottish Government will therefore table a draft risk register at the May Implementation Group.

3. Clearance of outstanding papers: Action Plan, Intermediate Guidance Note & Communications Brief

Action Plan

The action plan has been updated to include known delivery milestones, co-dependencies, seasonal dates and reference numbers. The group was content for this to be published.

Action 30: Scottish Government to publish the action plan on Scottish Government website.

Intermediate Guidance Note

A new line on Intersex and Variations of Sex Characteristics has been added since the last meeting. The group was content for this to be issued, subject to clearance by the Deputy First Minister and Cllr Stephen McCabe.

Action 31: Scottish Government and COSLA to issue joint intermediate guidance note to all schools.

Communications Brief

A section on intersex and variations of sex characteristics has been added since the last meeting. The answers on whether the recommendations are mandatory and their origins has been amended. A Q&A on other protected characteristics has also be included. Subject to the clarification of the reference to the PSE Delivery and Implementation Group in the final paragraph, the group was content for this to be published on the Scottish Government's website.

Action 32: Scottish Government to publish the communications brief on the Scottish Government website.

4. RSHP Online National Resource

The group were given an overview of the new National RSHP Education teaching resource being developed by the TASC (Scotland) Agency on behalf of NHS Boards and local authorities. The group discussed the lesson and activity plans within each curriculum for excellence level and how these could help deliver the LGBT thematic outcomes being considered for the updated RSHP teaching guidance.

In discussion, the group acknowledged that the RSHP resource was an excellent tool that will assist in involving parents, grandparents, carers, guardians in how LGBT inclusive education is being delivered. The Group noted that although education is a key, but not the only, measure to achieve equality, that wider societal attitudes required focused action. It was highlighted that the Scottish Government and COSLA are working within wider communities to address the issue of societal attitudes and that this work will continue.

5. Review and Update of RSHP Guidance

a. Review of RSHP Guidance

The group reviewed the current RSHP Guidance from an LGBT inclusion perspective and agreed comments on the following paragraphs:

8, 9, 10, 11, 15, 36, 42, 44, 45, 46, 48, 50 and Annexes A, B and C.

These comments have been added to a working draft of the guidance.

In addition, the following comments were made regarding the guidance:

- References to Parent Councils should be added (COSLA to add)
- The benefits of parental engagement should be highlighted (COSLA to add)
- References to ELC and other educational settings should be more explicit (Education Scotland to amend)
- Availability of teacher training and CLPL on LGBT inclusion should be added (Scottish Government to add)
- Redrafted sections should be factual and positive (Equality Network to amend)

Action 34: Equality Network, COSLA, Education Scotland, Scottish Government, LGBT Youth Scotland and Scottish Catholic Education Service to redraft the sections identified in the working draft of the RSHP Guidance and circulate to the Implementation Group by correspondence for comment before the end of April.

b. LGBT Section

The group was updated on progress with the wider review and update of the RSHP guidance and the establishment of a core group and topical sub groups. Once LGBT updates have been agreed, they will be passed to the core group for inclusion in the updated guidance.

The group was updated on the Scottish Government's suggestion for implementing recommendation 19-6 in the action plan (recommendation 8 in the working group's report) by creating a new LGBT section in the guidance. This section would clearly set out the desired outcomes of LGBT inclusive education, as listed in recommendation 19-6 a, e and f:

- a. Understanding LGBT terminology and identities;*
- e. Understanding prejudice in relation to the LGBT community and an awareness of the history of LGBT equalities movements; and,*
- f. An understanding of respect, privacy and consent.*

How these outcomes could be delivered could then be clearly stated using the wording of recommendation 19-6 b, c and d:

- b. Representations of LGBT people and their relationships in ways which seek to deliver understanding and equality;*
- c. Recognising and understanding homophobia, biphobia, and transphobia within school and their impact on wider society;*
- d. Tackling homophobia, biphobia, and transphobia within school and their impact on wider society;*

Links to relevant teaching resources, lesson plans and activities could then be included in this new LGBT section of the RSHP guidance. The group were content with this approach. Consideration will also be given to the inclusion of existing LGBT paragraphs in this new section or whether they should be included in the introductory policy, legislative or objectives sections of the updated guidance.

The new LGBT thematic outcomes can be reflected in the national RSHP resource. They can also be used to thematically group together other LGBT resources and will help inform any future changes to LGBT curricular Experiences and Outcomes.

Action 35: Equality Network to draft a new LGBT thematic outcomes and delivery section and seek comments/contributions from all group members.

Action 36: Equality Network to consider the inclusion of references of asexual identities within the updated guidance.

9. Any Other Business

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

The following dates and agenda items were noted. It was agreed that the RSHP guidance update will be added as a standing agenda item until complete.

- 10.00-13.30, **Thursday 23 May**, COSLA Offices, Glasgow

[**Agenda:** Audit of LGBT resources, LGBT Young People Engagement, RSHP Guidance Update]

- 09:30 to 13.00, **Wednesday 17 July**, Conference rooms C+D+E, St Andrew's House, Edinburgh

[**Agenda:** Second review of LGBT resources, LGBT Young People Engagement, RSHP Guidance Update]

- 10:00-13.30, **Wednesday 18 September**, James Watt A, Atlantic Quay, Glasgow

[**Agenda:** RSHP Guidance Update]

- 09:30 to 13.00, **Wednesday 20 November**, Conference rooms C+D+E, St Andrew's House, Edinburgh

April 2019