

**LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP  
NOTE OF MEETING ON 23 MAY 2019  
10.00-13.30, COSLA, FLOOR 3, 49 BATH STREET, GLASGOW**

**Attendees:**

Nicola Dickie	COSLA (Chair)
Phil Alcock	Scottish Government
Cara Spence	LGBT Youth Scotland
Paul Daly	LGBT Youth Scotland
Megan Sneddon	Stonewall Scotland
Stuart Downes	Scottish Government
Robert Eckhart	Scottish Government
Paul Sloan	Scottish Government
Mary Berrill	Education Scotland
Becky Crowther	Equality Network
Jordan Daly	Time for Inclusive Education Campaign
Kirsty Morrison	Scottish Youth Parliament
Katie Ferguson	<i>respectme</i>
James Morgan	Scottish Qualifications Authority
Martin Hayward	Equality and Human Rights Commission Scotland

**1. Welcome, introductions and 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 (Kirsty Morrison substituting)
- Joan Lennon, Educational Institute of Scotland
- Colin Crawford, Association of Directors of Education in Scotland
- Trevor Owen, Scottish Government
- Laura Meikle, Scottish Government
- Colin McFarlane, Stonewall Scotland
- Charlotte Harrison and Joanna Murphy, National Parent Forum of Scotland
- Liam Stevenson, TIE Campaign
- Jim Thewliss, School Leaders Scotland

This was Mary Berrill's last meeting of the Group as she has taken up a new post in Education Scotland. The Group thanked her for input and advice to both the Working Group and Implementation Group over the last two years. Dr Laura-Ann Currie will represent Education Scotland at future meetings.

**2. Note of Last Meeting**

The note of the 19 March meeting was agreed without amendments. It will now be published on the Scottish Government's website.

## **Completed Actions**

Actions 28, 29, 30, 31 and 32 have been completed since the last meeting. An actions log has been created to track progress and will be published on the Scottish Government website.

## **Audit of Resources**

A proposal relating to actions 23, 24 and 25 was discussed under agenda item 4 of this meeting.

## **Risk Register**

The Group agreed to consider a draft implementation risk register at the next meeting.

## **Update of Relationships, Sexual Health and Parenthood Education (RSHP) Guidance**

Updates relating to actions 33, 34 and 35 were discussed under agenda item 6 of this meeting.

### **3. SQA Course Specifications**

The SQA updated the Group on their proposal for taking forward the recommendation (20-11) to include LGBT in their course specifications. SQA plan to establish an internal cross-cutting qualifications development team with input from their staff equality groups and Implementation Group members. 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. Timescales will be agreed by the qualifications development team.

The Group asked that as a broad a range of courses as possible be included in the initial phase of this work and that consideration be given to the inclusion in National 4 course specifications. These points will be fed back to the qualifications development team.

**Action 36:** Suggestions for content for inclusion in course specifications should be sent to the SQA for their consideration.

### **4. Audit of LGBT Resources**

Education Scotland updated the Group on a proposal for taking forward the audit of LGBT resources (recommendation 19-7). The LGBT resources that were highlighted by Group members at the beginning of the year have now been added to the National Improvement Hub. Nevertheless, Education Scotland acknowledge that a wider range of resources would be desirable. They propose helping to form a stakeholders group (to include teaching staff) to collect further examples of teaching resources being used across Scotland, within a six month period. These resources

would then be peer-reviewed by the stakeholders group and the findings taken to the implementation group, with the aim of compiling a set of quality assured resources that have been endorsed by the LGBT Inclusive Education Implementation Group.

The Group agreed to the proposal and made the following points in discussion:

- There is a distinction between teaching resources aimed at LGBT curricular inclusion, where there is currently a gap, and resources and materials available to assist schools with creating an inclusive learning environment;
- The resources would be peer-reviewed against a set of agreed criteria by the stakeholders group and presented to the Implementation Group;
- The resources collected should reflect the variety of formats available, such as film clips and displays;
- Paid for resources cannot be endorsed; and
- The TIE Campaign's existing teacher panel can help form the stakeholders group.

**Action 37:** Comments from ADES, SLS and EIS Group members on the audit of LGBT resources should be sought, as they were unable to attend this meeting.

### **Showcasing School Based Good Practice**

The Group discussed how best to take forward recommendation 19-8, showcasing school based good practice. As a similar collection exercise to the resource audit is needed, the Group felt this task could be combined with the collection and audit of teaching resources (recommendation 19-7). The Group agreed to take these recommendations forward together.

**Action 38:** Education Scotland to collate examples of school based good practice.

LGBT Youth Scotland have good practice data from schools gathered as part of their Charter awards, which they offered to share.

**Action 39:** LGBT Youth Scotland to share relevant data on school based good practice with Education Scotland.

The Group also discussed where the collated case studies could best be hosted online, as they are also relevant to the Personal and Social Education toolkit that will be developed as part of the PSE Review recommendations. Scottish Government and Education Scotland will consider this point further.

## **5. LGBT Young People Engagement**

The Scottish Government updated the Group on a proposal to engage LGBT young people in the implementation of the recommendations (recommendation 19-5). Central to the proposal is the design and delivery of an engagement session. Careful consideration would have to be given to ensure a diversity of attendees, in respect of

geography and participants. The following comments were made during the discussion:

- Existing young people groups or networks could be identified during the Summer months to allow an engagement session to be delivered in the Autumn of the 2019-20 school year;
- Focus groups could be run for Members of the Scottish Youth Parliament willing to participate;
- It is important to include non-LGBT young people's voices in the engagement;
- Consideration should be given to engagement with young people in further education, higher education and those that have recently left school;
- A toolkit for engaging with the recommendations should be produced, which would help avoid the expectation of new recommendations being taken forward as a result of the engagement;
- Young people's views on what they wanted to learn would help inform the audit of LGBT curricular resources;
- Consideration should be given to the financial resources needed to deliver the engagement session, which will depend upon the method agreed;
- There is an opportunity to engage via social media and on the back of the Pride events taking place across the summer; and
- The engagement could build upon the Scottish Parliament's Education and Skills Committee's young people engagement as part of their report 'It is not Cool to be Cruel: Prejudice-based bullying and harassment of children and young people in schools.'

The Group agreed to the outline proposal and suggested the establishment of a sub group to develop a detailed proposal for agreement at the next meeting of the Implementation Group. The following organisations agreed to join the sub group:

- Education Scotland;
- COSLA (a member of their participation team);
- Scottish Government;
- SQA;
- LGBT Youth Scotland; and
- The Scottish Youth Parliament.

**Action 40:** Scottish Government to set up a sub group to develop a detailed proposal for engaging young people.

## 6. Update of RSHP Guidance - Progress

The Group discussed the latest version of the guidance, which included comments from the Equality Network, *respectme* and the TIE Campaign. The Group agreed to focus their attention on the drafting of the new LGBT section, which will be submitted to the Core RSHP Review Group for consideration and insertion into the updated guidance. All other changes suggested by the Group will be passed to the Core RSHP Review Group for their consideration, given their overarching editorial role

(action 33 is therefore complete). The Group agreed the latest wording of the draft LGBT section, subject to one change: the thematic outcomes listed in paragraph 65 should be reworded, without altering their intention, to ensure their delivery can be measured (action 34 is therefore complete). The Scottish Government was asked to suggest a redrafted form of words. This will be circulated to the Group, along with the latest draft of the LGBT section, for any final comments.

**Action 41:** The Scottish Government to suggest amendments to the LGBT section and circulate to the Group for final comments.

## **7. Any Other Business**

### **Action Plan**

A review of the action plan, now it has been published, will be added to future agendas as a standing item.

## **8. Dates of next meetings**

The timing of the September meeting has changed from 10.00 to a 13.00 start to accommodate those travelling from Edinburgh. The Group agreed to consider start times for future meetings that would allow for off-peak travel.

July 2019