**LGBTIWG 2018001** 

Version: 26 January 2018

#### LGBTI INCLUSIVE EDUCATION WORKING GROUP

#### IMPROVEMENT PROPOSALS:

IP11, IP15, IP16, IP17, IP18, IP19, IP20 and IP21.

#### **TEACHERS ADVISORY PANEL**

Led by: Scottish Government

Purpose: To advise on curricular inclusion and LGBTI inclusive practice in schools. This Group may be virtual and should include teaching trade unions, such as EIS.

### **SUB GROUP ON CURRENT PRACTICE**

Led by: LGBT Youth Scotland

Purpose: To scope out current practice as well as youth-led approaches and curriculum mapping.

Consider using youth organisations and schools with LGBT groups.

Circulate current good practice at a national level.

#### **IMPROVEMENT PROPOSALS:**

IP4, IP6, IP7, IP8, IP9, IP10, IP12, and IP20.

### **TEACHER TRAINING SUB GROUPS**

Led by: TIE Campaign

Purpose: Engage with teachers, universities, GTCS, and EIS on professional learning.

Consider, separately:

- 1. Initial Teacher Education; and,
- 2. Continued Professional Development.

#### **IMPROVEMENT PROPOSALS:**

IP1, IP2, IP3, IP5, and IP14.

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Aim

# P1. All education staff professionally trained, confident and capable of delivering inclusive LGBTI education.

**Primary Drivers** 

- P2. All education establishments ensure an ethos and culture of LGBTI inclusion, participation and positive relationships across the whole community of learners.
- P3. All education establishments take effective action to prevent and tackle homo/bi/trans phobic bullying and anti-LGBTI prejudice, building a positive and safe culture.
- P4. School leaders at all levels deliver and evidence an inclusive educational environment for all LGBTI learners.
- P5. A national approach delivers a consistent provision of LGBTI inclusive education in all schools.
- P6. Parents and wider communities understand the value of LGBTI inclusive education.

S1. Initial teacher training which gives teachers confidence, knowledge and skills to deliver inclusive LGBTI education and support LGBTI learners.

**Secondary Drivers** 

- S2. Career long professional development which ensures teachers maintain their awareness of current LGBTI issues for learners, sustaining their confidence to teach.
- S3. Head teachers and senior school staff demonstrate strong leadership in promoting LGBTI awareness and inclusion in schools to deliver long term societal change.
- S4. Schools understand and support LGBTI young people and their families through direct engagement.
- S5. Whole school community establishes positive and inclusive culture by embracing LGBTI identities.
- S6. All schools ensure that the teaching of LGBTI issues and identities is embedded within educational approach.
- S7. All schools have an anti-bullying policy in place that is well understood and used by all school staff.
- S8. All schools take action to prevent bullying and record bullying incidents identifying and recording the cause, including any prejudice.
- S9. All schools recognise children and young people's rights and promote a culture that embraces diversity.
- S10. Head teachers and senior management in schools demonstrate strong leadership in promoting LGBTI awareness and inclusion in schools to deliver long term societal change.
- S11. School inspections evaluate schools' approaches to LGBTI equality and inclusion.
- S12. Scottish Government leads action to improve and sustain LGBTI learning experiences in schools.
- S13. Local Authorities commit to and support the improvement and implementation of LGBTI-inclusive education in their schools.
- S14. Head teachers and senior management in schools demonstrate strong leadership in promoting LGBTI awareness and inclusion in schools.
- S15. Parents and carers are engaged and understand LGBTI issues.
- S16. Parents and carers understand the action being taken in schools to deliver an LGBTI inclusive educational experience for all.

2

## Improvement proposals

- IP1. Specific LGBTI training modules during Initial Teacher Education (ITE) and for existing teachers and school staff, which focus on the needs of LGBTI learners & the issues faced. Must be accessible for all with flexible learning opportunities.
- IP2. Specific LGBTI training modules as part of Career Long Professional Learning for existing teachers. Must be accessible for all with flexible learning opportunities.
- IP3. Current LGBTI resources to be collated and best practice distributed, gaps identified and new resources produced and made available for teaching staff as part of ITE and Career Long Professional Learning.
- IP4. New LGBTI resources produced for use in schools and made available on the national improvement hub, school intranet GLOW and national online platforms.
- IP5. Improve training for head teachers and senior management to build their understanding of the needs of LGBTI young people, to help them promote a fully inclusive environment in their schools.
- IP6. Collaboration hub/platform identified for information sharing for teachers.
- IP7. New school resource produced for teachers Addressing Inclusion: Effectively challenging homophobia, biphobia and transphobic guidance.
- IP8. A school resource produced to help schools develop and run pupil-led LGBTI groups and committees to better support and improve school awareness.
- IP9. A school resource produced to help include and support transgender identities and non-binary pupils.
- IP10. Scottish Government issues refreshed national anti-bullying strategy in 2017.
- IP11. Scottish Government introduces a new approach for all local authorities and schools to record all bullying incidents, and any links with prejudice.
- IP12. Toolkit for Teachers on dealing with and addressing homophobic bullying is updated to include trans and bi identities and made available to all schools.
- IP13. The school information management system, SEEMiS, is reviewed / updated to help schools record and respond to incidents of bullying.
- IP14. Improve training for head teachers and senior management to build their understanding of the Equality Act and the needs of LGBTI young people, to help them promote a fully inclusive environment in their schools.
- IP15. Improve Curriculum for Excellence (CfE) as to how it embeds LGBTI issues, identities, history and culture.
- IP16. Investigate with Education Scotland how to improve the Health and Wellbeing benchmarks for LGBTI interests across Curriculum for Excellence.
- $IP17. \ \ Education\ Scotland\ trains\ inspectors\ further\ in\ evaluating\ equality\ outcomes\ for\ all\ protected\ characteristics\ including\ LGBTI\ identities.$
- IP18. Inspectors evaluate schools' approaches to ensuring wellbeing, equality and inclusion including LGBTI learners.
- IP19. Explore the possibility of the introduction of new legislation in order to underpin the implementation of LGBTI-inclusive education.
- IP20. Young people are consulted on their experiences of LGBTI inclusive education.
- IP21. Engage with parent and carer organisations and their networks to improve understanding and awareness of LGBTI issues for young people, including sharing examples of experiences of LGBTI young people, their families.

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