

## LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP

### NOTE OF MEETING ON 15 FEBRUARY 2019

**13.00 TO 16.30, COSLA OFFICES, GLASGOW**

#### Attendees:

Phil Alcock	Scottish Government (Chair)
Nicola Dickie	COSLA
Jo Hughes	Scottish Catholic Education Service
Paul Daly	LGBT Youth Scotland
Megan Sneddon	Stonewall Scotland
Joan Lennon	Educational Institute of Scotland
Katie Ferguson	Respectme
James Morgan	Scottish Qualifications Authority
Imogen Maskell	Scottish Youth Parliament
Robert Eckhart	Scottish Government
Fran Ranaldi	Education Scotland
Becky Crowther	Equality Network
Jim Thewliss	School Leaders Scotland

#### Action Summary

No.	Action	Lead	Deadline/Status
3	Table an amended action plan for final sign off.	Scottish Government	By correspondence before 19 March
4	Suggest timescales for recommendations 13, 14, 30 and 31.	Education Scotland	By correspondence before 19 March
5	Suggest timescales for recommendation 15.	SQA	By correspondence before 19 March
12	Add Young People Engagement to the agenda of the next meeting.	Scottish Government	19 March 2019
16	Establish a sub group to begin planning delivery of recommendation 15.	SQA	By the end of March 2019
17	Draft a milestones paper and circulate it to the group for final sign off	Scottish Government	By correspondence before 19 March
18	Create an Implementation Risk Register and table it at the next group meeting	Scottish Government	19 March 2019
19	Suggest intersex/VSC insert to intermediate guidance note.	Equality Network	By correspondence before 19 March
20	Suggest wording of Intersex/VSC reference in the communications brief.	Equality Network	By correspondence before 19 March
21	Strengthen Communications Brief wording on the reasons behind the recommendations and consider how other LGBT groups are referenced.	Respectme/ LGBT Youth Scotland	By correspondence before 19 March
22	Circulate a revised communications brief for final sign off	Scottish Government	By correspondence before the 19 March
23	Share existing LGBT teaching resources with Scottish Government	All	By correspondence before May meeting
24	Share an example audit tool as a guide for evaluating LGBT teaching resources	Education Scotland	By correspondence before May meeting
25	Share link to LGBT teaching resources with the Implementation Group once compiled.	Scottish Government	May 2019

## **Note of Meeting**

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

The Chair welcomed everyone to the meeting.

The following apologies were noted:

- Laura Meikle, Scottish Government
- Stuart Downes, Scottish Government
- Colin Crawford, Association of Directors of Education
- Mary Berrill, Education Scotland
- Cara Spence, LGBT Youth Scotland
- James Morton, Scottish Trans Alliance
- Barbara Coupar, Scottish Catholic Education Service
- Orla MacLeod MSYP, Scottish Youth Parliament
- Jordan Daly, Time for Inclusive Education Campaign
- Liam Stevenson, Time for Inclusive Education Campaign
- Colin Macfarlane, Stonewall Scotland
- Martin Hayward, Equality and Human Rights Commission
- Charlotte Harrison and Joanna Murphy, National Parent Forum of Scotland

### **2. Minutes of last meeting (17 January)**

The group agreed the minutes of the last meeting subject to one change:

- Section 2. Amend reference to Stonewall Scotland's England and Wales contacts, as they were not UK or Welsh Government.

Actions 1, 2, 6, 7, 10, 13 and 15 were cleared.

### **3. Terms of Reference**

The group agreed the Terms of Reference, subject to one change:

- Remit. Amend '...oversight and quality assurance...' role to '...oversight of quality assurance...'

### **4. Action Plan**

The group discussed the revised action plan.

#### **a. Phased Approach**

The 33 Recommendations have been split into four delivery phases to reflect the sequence in which they can be delivered:

- Phase one – 2019
- Phase two – 2020
- Phase three - Jan-Mar 2021
- Phase four – After April 2021

The group agreed this phased approach to delivery and the allocation of recommendations in each phase.

### **Continuous Lifelong Professional Learning (CLPL) Recommendations to be delivered in Phase Two**

The group was updated on the suggestion of delivering the CLPL recommendations (20, 21, 22, 23) in phase two, rather than phase one. The original wording of these recommendations suggested a pilot in 2019. Delivery of these recommendations in phase one is considered challenging given current phase one commitments. The group agreed to this approach.

### **SQA Action**

The group was updated on plans to establish a sub group to deliver the SQA recommendation (15). However timescales are still unknown (action 5 is therefore carried forward). The following organisations volunteered to join this group:

- SQA
- School Leaders Scotland
- Equality Network
- LGBT Youth Scotland
- Stonewall Scotland

**Action 16:** SQA to establish sub group to begin planning delivery of recommendation 15.

### **Education Scotland Actions**

Education Scotland have still to advise on timescales for actions 13, 14, 30 and 31 by correspondence (action 4 is therefore carried forward).

### **Suggested Amendments**

In discussion, the group suggested the following amendments be made to the action plan:

- Change 'LGBTI' to 'LGBT' and reference separate intersex actions when it is published.
- Ensure the final draft of the action plan is peer reviewed before publication.
- Draft a separate milestones paper for publication alongside the action plan. This should include key dates for delivery and an indication of when implementation updates will be made available.
- Highlight completed actions in a separate colour to those outstanding
- Identify seasonal timescales for the delivery of recommendations in phases two to four.

**Action 17:** Scottish Government to amend the action plan (action 3 is therefore carried forward) and draft an accompanying milestones paper; these should be circulated to the group for final sign off by correspondence before the 19 March meeting.

### **Risk Register**

The group discussed ways of assessing risks to the delivery of the recommendations and agreed that a risk register be created for use by the Implementation Group.

**Action 18:** Scottish Government to create an Implementation Risk Register and table it at the 19 March meeting.

### **Publication of Action Plan**

The group was updated on Scottish Government plans to publish the action plan (and milestones paper), once agreed, on the Scottish Government website. A news release will be prepared and the Deputy First Minister will write to the Convenors of the Education and Skills and Equalities and Human Rights Committees to keep Parliament updated on progress.

### **5. Intermediate Guidance Note**

The group discussed the revised intermediate guidance note. The note was agreed subject to the addition of a reference to the separate intersex/variations of sex characteristics (VSC) work being taken forward.

**Action 19:** Equality Network to suggest intersex/VSC insert to intermediate guidance note.

The group discussed the publication and dissemination of the intermediate guidance note. It was agreed that the note should be cleared and issued jointly from the Deputy First Minister and Cllr Stephen McCabe. The preferred method of dissemination is for the guidance note to issue to all headteachers and ask them to circulate the note to all of their staff.

The EIS Equality Committee and School Leaders Scotland will consider including the intermediate guidance note on their websites. Education Scotland will also consider including the guidance note in their weekly digest to schools, should it fit within the required word limit.

### **6. Communications Brief**

The group discussed the revised communications brief. The following changes were suggested:

- Move the 'Why has LGBTI become LGBT?' to the top;

**Action 20:** Equality Network to suggest wording of Intersex/VSC reference in the communications brief.

**Action 21:** Respectme and LGBT Youth Scotland to strengthen wording on the reasons behind the recommendations and consider how other LGBT groups are referenced.

- The recommendations relating to school inspections should also be included;
- Explain the curricular changes and address the misconception that LGBT inclusion is mandatory in all subjects; and
- Include a reference to how the other protected characteristics are included in the curriculum.

**Action 22:** Scottish Government to circulate a revised communications brief for agreements by correspondence before the 19 March meeting.

## 7. Relationships, Sexual Health and Parenthood (RSHP) Sub Group

As the review and update of the LGBT content in the 2014 Conduct of Relationships, Sexual Health and Parenthood guidance is a key part of the Implementation Group's work, it was agreed that instead of a sub group being formed, the review and update will be considered by the whole group. This will be the primary focus of the agenda of the next meeting on 19 March.

## 8. LGBT Young People Engagement

Due to apologies from LGBT Youth Scotland, this item will be discussed at the 19 March meeting (action 12 is therefore carried forward).

## 9. Any Other Business

### Audit of LGBT Teaching Resources

The group agreed that the primary focus of the agenda for the May meeting will be the audit of LGBT teaching material and resources.

**Action 23:** All group members will share existing LGBT teaching materials and resources with the secretariat before the May meeting.

**Action 24:** Education Scotland to share an example audit tool as a guide for evaluating LGBT resources in advance of the May meeting.

**Action 25:** Scottish Government to share link to resources with the Implementation Group once compiled.

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

The following dates were agreed:

- 10.00-13.30, **Tuesday 19 March**, Conference room 3, Victoria Quay, Edinburgh
- 13.00-16.30, **Wednesday 22 May**, James Watt A, Atlantic Quay, Glasgow

[Post meeting note: this has since moved to 10.00 to 13.30 on Thursday 23 May, COSLA Offices, Glasgow, due to a clash with the Stonewall Scotland conference]

- 09:30 to 13.00, **Wednesday 17 July**, Conference rooms C+D+E, St Andrew's House, Edinburgh
- 10:00-13.30, **Wednesday 18 September**, James Watt A, Atlantic Quay, Glasgow
- 09:30 to 13.00, **Wednesday 20 November**, Conference rooms C+D+E, St Andrew's House, Edinburgh

March 2019