

LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP

NOTE OF MEETING ON 17 JANUARY 2019

13.00 TO 16.30, VICTORIA QUAY, EDINBURGH

Attendees:

Nicola Dickie	COSLA (Chair)
Barbara Coupar	Scottish Catholic Education Service
Cara Spence	LGBT Youth Scotland
Colin Crawford	Association of Directors of Education
Colin McFarlane	Stonewall Scotland
Megan Sneddon	Stonewall Scotland
Joan Lennon	Educational Institute of Scotland
Jordan Daly	TIE
Katie Ferguson	Respectme
James Morgan	Scottish Qualifications Authority
Orla MacLeod	Scottish Youth Parliament
Charlotte Harrison	National Parent Forum
Phil Alcock	Scottish Government
Stuart Downes	Scottish Government
Robert Eckhart	Scottish Government
Paul Sloan	Scottish Government
Mary Berrill	Education Scotland
Becky Crowther	Equality Network

Action Summary

No.	Action	Lead	Deadline/Status
1	Consider the content and method of publication of an explanatory note on the Working Group recommendations.	Implementation Group	At February meeting
2	Share revised terms of reference for final sign off.	Scottish Government	At February meeting
3	Table an amended action plan for final sign off.	Scottish Government	At February meeting
4	Suggest timescales for recommendations 13, 14, 30 and 31.	Education Scotland	At February meeting
5	Suggest timescales for recommendation 15.	SQA	At February meeting
6	Confirm governance arrangements of the LGBT element of the RSHP guidance review and update to the Implementation Group.	Scottish Government	By the end of February 2019
7	Agree membership of the LGBT sub group after the RSHP guidance review and update group has been formed.	Implementation Group	March 2019
8	Seek procurement advice on tendering options for a possible CLPL contract.	Scottish Government	By the end of June 2019
9	Establish a separate intersex/VSC expert group to (1) contribute to the RSHP guidance review and update and then (2) consider intersex/VSC	Scottish Government	March 2019

	within schools with a view to producing resources.		
10	'LGBT Inclusive Education Implementation Group' name to be adopted for future communications and references to the group.	All	Effective immediately
11	Share a further draft of the intermediate guidance note for final sign off.	Scottish Government	At February meeting
12	Add Young People Engagement to the agenda of the next meeting.	Scottish Government	At February meeting
13	Send any existing LGBT resources to Education Scotland, who will consider adding a link to them on the National Improvement Hub.	All Education Scotland	Before February meeting
14	Scottish Government to discuss the inclusion of LGBT content in Initial Teacher Education and report back to the group.	Scottish Government	March 2019
15	Set up Implementation Group meetings for the remainder of the year.	Scottish Government	By February meeting

Note of Meeting

1. Welcome, introductions, apologies and scene setting

The Chair welcomed everyone to the meeting, the first of the new Implementation Group.

The following apologies were noted:

- Laura Meikle, Scottish Government
- Trevor Owen, Scottish Government
- Jim Thewliss, School Leaders Scotland

The Implementation Group has been formed following the publication of the report and recommendations of the LGBTI Inclusive Education working group, and their acceptance by the Deputy First Minister and Cabinet Secretary for Education and Skills, on 8 November 2018.

2. Reflections on announcement of report and recommendations of the LGBTI Inclusive Education Working Group

The group was updated on the Scottish Government's media impact analysis of the announcement on 8 November 2018. The social media reach of the announcement was the Scottish Government's most successful ever.

One tweet made over 1.5 million impressions, with over 100,000 total engagements, over 25,000 likes and over 11,000 retweets. Similar content on Facebook reached over 500,000 people and on Instagram reached over 2.8 million people. #EducateToLiberate was a top trend on Twitter and the official Twitter Moments account curated a tweet on the announcement. Social media comments were divided but the majority were supportive.

In terms of media outlets, the announcement received worldwide coverage as far as North America, India and New Zealand.

The group reflected on the impact of the announcement. The following points were made in discussion:

- Social media comments indicated a confusion about what the announcement means for the curriculum. An explanatory briefing would be helpful;

Action 1: Implementation Group to consider the content and method of publication of an explanatory note on the working group's recommendations.

- No negative comments have been received from Glasgow schools;
- SCES has received a significant amount of feedback from the Catholic and LGBT communities;
- Requests for TIE training have increased. A quarter of all schools have now requested training for their staff.
- Stonewall has been approached by contacts in England and Wales to share learning from the working group's partnership approach.

3. Terms of Reference

The group discussed the draft terms of reference (Paper LGBTIG 2019002) for the Implementation Group. Amendments were suggested and revised terms of reference will be shared with the group for agreement by correspondence or at the next meeting.

Action 2: Scottish Government to share revised terms of reference for final sign off.

4. Action Plan

The group discussed the draft action plan (Paper LGBTIG 2019001) for the implementation of the LGBTI Inclusive Education Working Group's recommendations.

a. Phased Approach

The action plan has been developed by grouping together recommendations that could be taken forward together and includes suggested timescales for delivery that would allow for a phased delivery within the overall May 2021 timescale.

The group suggested that the action plan be amended to include themed groupings and timescales that would set a work plan for each meeting of the Implementation Group. The action plan should also reflect the sequence in which the recommendations will be taken forward.

Action 3: Scottish Government to table an amended action plan for final sign off at the next meeting.

Action 4: Education Scotland was asked to suggest timescales for recommendations 13, 14, 30 and 31..

Action 5: The Scottish Qualifications Authority was asked to suggest timescales for recommendation 15.

b. Sub Groups

The group discussed the formation of sub groups to take forward specific recommendations. This included:

- **Conduct of Relationships, sexual health and parenthood guidance review and update**

The group was updated on plans to establish a separate group to review and update the 2014 statutory RSHP guidance in line with the recommendations of the LGBTI Inclusive Education working group and the Personal and Social Education Review. While the RSHP group has yet to be established, it is envisaged that the review and update of the guidance from an LGBT perspective will be delegated to the Implementation Group. The Scottish Government will confirm arrangements with the RSHP group, once established, and update the Implementation Group.

Action 6: Scottish Government to confirm governance arrangements of the LGBT element of the RSHP guidance review and update to the Implementation Group.

Action 7: Implementation Group to agree membership of the LGBT sub group after the RSHP guidance review and update group has been formed.

- **Continuous Lifelong Professional Learning – LGBT Training**

The group discussed the establishment of a CLPL sub group to take forward work on recommendations 21 and 22. The following membership was discussed:

- LGBT Youth Scotland
- Stonewall Scotland
- National Parent Forum of Scotland
- Scottish Catholic Education Service
- Scottish Council of Education Leadership
- Equality Network
- Time for Inclusive Education
- Educational Institute for Scotland Equality Groups
- Scottish Youth Parliament
- *Respectme*
- COSLA or Scottish Government

As any sub group taking forward recommendation 21 will make decisions on the possible tendering of a national LGBT training contract, the group suggested that all decisions on this element of the recommendation should be restricted to Scottish

Government, Education Scotland, COSLA and ADES to avoid any real or perceived conflicts of interest. Further procurement advice will be sought on this point.

Action 8: Scottish Government to seek procurement advice on tendering options for a possible CLPL contract.

5. Intersex

The group was updated on the Scottish Government's meeting with representatives of dsdfamilies in early December 2018. dsdfamilies articulated their concerns on the inclusion of Intersex in LGBTI as it does not align with sexual orientation. Difference of Sex Development (dsd) or Intersex is a biological and physical characteristic that has not developed in the same way as the vast majority of the population.

There is support for using the term "intersex" and of approaching the issues from an equality perspective. However, dsdfamilies believe that this does not fully take account of the issues faced by people with dsd.

There are further inconsistencies in the use of the term intersex and its application in the acronym LGBTI. The group considered the merits in advancing the recommendations of the LGBTI Inclusive Education Working Group using the term LGBT. From an education perspective, this will allow separate consideration to be given to the intersex part of the LGBTI acronym, which will be further defined as part of the RSHP guidance review and update and the Scottish Government's consultation on changes to the Gender Recognition Act. A separate expert Intersex/Variations in Sex Characteristics (VSC) group will be formed to contribute to the RSHP guidance review and update and produce intersex/VSC resources for schools. This group will involve dsdfamilies, intersex/VSC representative organisations and young people with lived intersex/VSC experience. This separate work is key due to the necessity for further representation, reflection of diversity and understanding and inclusion of individuals with lived experience of VSC/Intersex. The intersex/VSC group will communicate with the LGBT Inclusive Education Implementation Group when appropriate and necessary.

The Group agreed to proceed as the LGBT Inclusive Education Implementation Group.

Action 9: Scottish Government will establish a separate intersex/VSC expert group to contribute to the RSHP guidance review and update and then consider intersex/VSC more broadly within schools with a view to producing resources.

Action 10: 'LGBT Inclusive Education Implementation Group' name to be adopted for future communications and references to the group.

6. Any Other Business

- **Intermediate Guidance Note**

The group discussed a draft of the intermediate guidance note, as noted in recommendation four. Amendments were made and it was agreed that a further version would be circulated for final comments.

Action 11: Scottish Government to share a further draft of the intermediate guidance note for final sign off.

- **LGBT Young People Engagement**

The group discussed how best to involve LGBT young people in the implementation of the recommendations, as noted in recommendation six.

Action 12: Scottish Government to add Young People Engagement to the agenda of the next meeting.

- **Linking existing LGBT resources on the National Improvement Hub**

Action 13: All to send any existing LGBT resources to Education Scotland, which will consider adding a link to them on the National Improvement Hub.

- **Meeting with Prof Ian Rivers, Chair of the Scottish Council of Deans of Education**

Scottish Government plan to meet with Prof Rivers to discuss the implementation of recommendation seventeen. It was noted LGBT Youth Scotland and TIE confirmed Prof Rivers is a member of their respective national Board and Board of Trustees.

Action 14: Scottish Government to discuss the inclusion of LGBT content in Initial Teacher Education and report back to the group.

- **Respectme Celebrating Difference Campaign and Resources**

Respectme offered to share details of their upcoming campaign and associated resources to the group.

- **TIE Teacher Panel**

TIE updated the group on the establishment of their teacher panel.

- **Attendees for Future Meetings**

The group agreed that additional representatives from member organisations could attend future meetings as required.

7. Frequency and date(s) of next meeting(s)

The group agreed to meet in February. COSLA offered to host. Future meetings will be held every two months. Venues will alternate between Edinburgh and Glasgow.

Action 15: Scottish Government to set up Implementation Group meetings for the remainder of the year.

Learning Directorate
Scottish Government
February 2019