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30 April 2019

I am writing to update the Scottish Parliament's Equalities and Human Rights Committee on progress with the implementation of the LGBT inclusive Education recommendations.

As I confirmed to Parliament during the debate on 8 November 2018, an LGBT Inclusive Education Implementation Group has been formed to oversee delivery of the Working Group's recommendations.

The Scottish Government and COSLA are committed to taking forward the work of the Implementation Group in an open and transparent manner. I am therefore delighted to enclose, for the Committee's information, a copy the action plan that the Implementation Group has agreed for publication on the Scottish Government's website. The action plan sets out, within four phases, the associated milestones for delivery of the recommendations by the end of the current Parliamentary term in March 2021.

I referred in my letter of 8 November 2018 to the Scottish Government's intention to issue guidance on LGBT inclusion to local authorities at an early stage of implementation. I am therefore pleased to enclose a copy of the intermediate guidance notice that issued jointly from Cllr McCabe, the COSLA Children and Young People Spokesperson, and myself to all publically funded schools. The guidance note is intended to clarify that education should be LGBT inclusive, encourage schools to work collegiately and in partnership with their learners to enhance LGBT inclusivity and draw their attention to the programme of work ahead.

I know the Committee shares my determination to take these recommendations forward to ensure Scotland is providing an inclusive educational experience for all our LGBT young people.

JOHN SWINNEY



GUIDANCE NOTE TO EDUCATION AUTHORITIES ON LGBT INCLUSIVE EDUCATION

On 8 November 2018, Scottish Ministers accepted in full the recommendations of the LGBT Inclusive Education Working Group¹. The 33 recommendations cover the professional learning of teachers, practice and guidance, school inspections and anti-bullying. They will be delivered before the end of the current Parliamentary term in March 2021.

The needs of young people who are intersex / have variations of sex characteristics (I/VSC) are at an earlier stage of consideration. For this reason, the 33 recommendations are being taken forward by an LGBT Inclusive Education Implementation Group, and a separate working group will be established to consider I/VSC inclusion within school education.

The Scottish Government, in partnership with COSLA, is committed, through the delivery of the recommendations, to a fully inclusive education for Scotland's children and young people. Many of you will already be taking steps to achieve this aim. We are issuing this intermediate guidance note to help you build upon existing good practice, make clear that education should be LGBT inclusive and encourage you to work collegiately and in partnership with your learners to enhance LGBT inclusivity.

There are many resources currently available on Education Scotland's National Improvement Hub² that can be used to support LGBT young people and deliver a more inclusive education.

Over the next year, the Scottish Government, COSLA and the LGBT Inclusive Education Implementation Group will be producing further resources to support delivery of LGBT inclusive education. They will be placed on the National Improvement Hub and made available through GLOW. These new resources are intended to support you to deliver learning experiences that best suit the needs of the children and young people in your classroom.

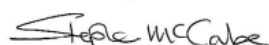


John Swinney MSP

**Deputy First Minister and Cabinet
Secretary for Education and Skills**



Scottish Government
Riaghaltas na h-Alba
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Cllr Stephen McCabe

**COSLA Children and Young People
Spokesperson**



COSLA

¹ <https://www.gov.scot/news/lgbt-education/>

² <https://education.gov.scot/improvement/learning-resources/Supporting%20LGBT%20young%20people%20and%20those%20who%20are%20part%20of%20LGBT%20families>

LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP
ACTION PLAN & DELIVERY MILESTONES*

Ref. No.	Recommendation	Lead	2019				2020				2021				Co-Dependencies	Progress
			Winter	Spring	Summer	Autumn	Winter	Spring	Summer	Autumn	Winter	Spring	Summer	Autumn		
Phase One - For Delivery in 2019																
19-1	That the LGBTI Inclusive Education Working Group agree the membership for an Implementation Group tasked with necessary development of resources and oversight of implementation.	SG	Agree membership at first meeting of Implementation Group													Completed
19-2	That the Scottish Government and COSLA publish a timetable for planned implementation.	SG and COSLA	(1) Discuss at first meeting of the Implementation Group. (2) Discuss at February meeting of Implementation Group	Publish agreed action plan on the Scottish Government website												Completed
19-3	That an intermediate guidance notice is promptly issued by the Scottish Government, in partnership with COSLA, to education authorities making clear that education should be LGBT inclusive and encouraging schools to work collegiately and in partnership with their learners to enhance LGBT inclusivity.	SG and COSLA	(1) Discuss at first meeting of the Implementation Group. (2) Review LGBT teaching resources on National Improvement Hub (3) Discuss at February meeting of Implementation Group	Issue guidance note to all schools												Completed
19-4	That the Scottish Government and local authorities engage with relevant and appropriate parent and carer groups, such as the National Parent Forum for Scotland (NPFSS), to take account of their views on how best to implement these recommendations.	SG	Invite National Parent Forum for Scotland to join the Implementation Group													Completed
19-5	That the Scottish Government and local authorities engage with LGBT young people, learning from their views and experiences and working with them through a co-production approach to take account of their views on how best to implement these recommendations.	SG	(1) Invite Scottish Youth Parliament representative to join the Implementation Group (2) Discuss at first meeting of the Implementation Group	Paper presented to Implementation Group to agree approach.	SG to present final plan to Implementation Group	Begin engagement	Present results to Implementation Group								19-1	On track
19-6	(A) That the existing 'Conduct of RSHP' Statutory Guidance (2014) is updated to use a 'thematic outcomes' based approach. These outcomes will cover various themes relating to LGBT equality and inclusion, including: a. Understanding LGBT terminology and identities; 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; 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. (B) That this updated guidance is prioritised by the Scottish Government and delivered in the shortest possible timeframe, and in a manner that does not delay the implementation of this Working Group's other recommendations.	SG		(1) Review RSHP guidance at March Implementation Group (2) Agree suggested LGBT updates to the RSHP guidance and send these to the RSHP Review and Update Group	Launch of public consultation on the proposed changes to the RSHP Guidance		(1) Review RSHP responses (2) Begin process of Parliamentary scrutiny	(1) Publish updated RSHP guidance (2) Write to all schools								On track
19-7	That the Scottish Government fund and work with relevant partners to review existing and support development of new teaching resources for LGBT inclusive education in all Scottish public schools. a. These resources should be developed in partnership with the Implementation Group; b. These new learning resources should focus on LGBT curricular inclusion and should include materials for all levels of the curriculum from early years to senior phase; and, c. These new learning resources should include a variety of teaching materials (such as short films and displays) and address a range of thematic areas including: LGBT terminology and identities; LGBT history, addressing prejudice and homophobic, biphobic, and transphobic bullying; LGBT literature and lives; as well as examples of LGBT inclusion for the context of subject specific teaching.	LGBT IG		(1) Audit existing resources at May Implementation Group (2) Consider the development of new resources at Implementation Group	Second Review by Implementation Group	Write to all headteachers signposting them to the National Improvement Hub										On track
19-8	That the Scottish Government seeks to identify and showcase existing emerging school based good practice regarding LGBT inclusive education. a. That identified good practice regarding LGBT inclusive education is showcased on the National Improvement Hub and regularly refreshed . b. Building on existing LGBT resources, the Scottish Government will work with Education Scotland and partners to provide a suite of resources to inform staff and education authorities on best practice to support transgender young people.	EdS SG COSLA		(1) Request issued to Implementation Group members for case studies (2) Discuss submitted case studies at May Implementation Group	Case studies published on National Improvement Hub											On track
19-9	That the Scottish Government builds on the current practice of ITE institutions, and works with relevant partners to ensure a long term, sustainable approach to LGBT inclusive education within ITE provision.	SG			(1) Discuss ITE inclusion with the Scottish Council of Deans of Education (2) Discuss actions with Implementation Group											On track
19-10	That Education Scotland collaborate with members of the Implementation Group by 2021 to co-develop specific LGBT prompt questions for use during all standard school inspections.	EdS		(1) Develop prompts for use during inspection (2) Update May Implementation Group												On track
Phase Two - For Delivery in 2020																
20-1	That the outcomes included within this updated guidance apply to all public schools in Scotland. The guidance may be followed by independent schools.	SG					Write to the Scottish Council of Independent Schools with a link to the updated RSHP guidance	Possible awareness event with independent schools							19-6	On track
20-2	That the Scottish Government and the Convention of Scottish Local Authorities (COSLA) work in partnership with relevant organisations and agencies to support effective and consistent local implementation of this updated guidance.	SG						(1) Issue a survey to teaching unions to measure update (2) Review Education Scotland inspection reports							20-1	On track
20-3	(A) In partnership with all ITE providers, the Scottish Government continue to encourage work focussing on LGBT awareness inputs. a. That these inputs should include existing and future ITE providers; b. That these inputs should enable and equip all ITE students with the skills and attributes to improve confidence to address LGBT inclusive education within any educational setting; c. That these inputs be designed to meet the needs of all ITE students embarking upon a career in any school in Scotland; d. That within the individual context of each institution, and recognising their autonomy, all ITE providers maximise student teacher participation and engagement with these inputs; and, e. That these inputs should be monitored and evaluated, and when necessary updated, to ensure that they continue to meet the needs of all students. (B) That the Scottish Government continues to fund relevant work to support achievement of the above actions.	SG			(2) Discuss actions with Implementation Group										19-9	On track
20-4	That the Scottish Government fund sustainable CLPL provision on LGBT inclusive education that is accessible to all teachers and school staff in Scotland.	SG					Audit and evaluation of existing LGBT training provision									On track
20-5	That the Scottish Government lead and resource a new basic awareness LGBT inclusion training course that will be suitable for all schools in Scotland. That this provision be developed in partnership with organisations currently represented on the LGBT Inclusive Education Working Group.	SG					Audit and evaluation of existing LGBT training provision								20-4	On track
20-6	That this CLPL provision be piloted in 2019* and an evaluation made of the impact. That, in light of evaluations and any necessary amendments, this new CLPL provision be available nationally during 2020; be free at the point of contact; and, where geographically possible, include face to face professional learning opportunities. *Given existing phase one commitments, the Implementation Group agreed to deliver this action in phase two (2020)	SG										Pilot CLPL course			20-4 20-5	On track
20-7	In taking these recommendations forward there should be engagement with SCEL and/or other appropriate representative leadership bodies.	SG				SG to discuss inclusion with the Scottish College of Educational Leadership		Audit and evaluation of existing LGBT training provision							20-4 20-5 20-6	On track

LGBT INCLUSIVE EDUCATION IMPLEMENTATION GROUP
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			Winter	Spring	Summer	Autumn	Winter	Spring	Summer	Autumn	Winter	Spring	Summer	Autumn		
20-8	That the Scottish Government develop National Guidance which clearly states expectations regarding LGBT inclusive education and signposts teachers in any school in Scotland towards supporting resources. This links directly to this Working Group's recommendation regarding the update of Conduct of Relationships, Sexual Health, and Parenthood Education in Schools (RSHP) (2014) Guidance below.	SG								Issue guidance note to all Local Authority Directors of Education following publication of updated RSHP Guidance					19-3	On track
20-9	That Education Scotland review and further develop age and stage appropriate LGBT specific curriculum benchmarks within targeted curricular areas, in collaboration with existing partners of the LGBT Inclusive Education Working Group and including LGBT organisations, schools, and teachers.	EdS			(1) Discuss review of current benchmarks (2) Update July Implementation Group on progress											On track
20-10	Education Scotland train further all school inspectors at an appropriate level, ensuring school inspectors are able to engage in professional dialogue about LGBT equality and inclusion and have an understanding of what LGBT inclusive education looks like within different educational settings such as: early learning and childcare and schools.	EdS	Professional training delivered to all inspectors in February 2018 on how to evaluate equality outcomes during inspection					Evaluate and repeat training offer							19-20	On track
20-11	In recognising the centrality of national qualifications in shaping educational discourse, that SQA and Education Scotland work with the Implementation Group to ensure appropriate inclusion of LGBT matters in the development of new or adapted course specifications, and relevant guidance, across the curriculum.	SQA, EdS		(1) Establishment of SQA subgroup (2) Discuss at May Implementation Group												On track
Phase Three - For Delivery between January to March 2021																
21-1	That the Scottish Government fund and work with relevant partners to support a new toolkit to enhance LGBT inclusive education at a whole school level. a. This should include content on developing school policy, building staff confidence in addressing prejudice, dealing with incidents of bullying, engaging parents and carers, case studies and scenarios, and an overview of related policy and legislation. b. This toolkit should be used in conjunction with the recommendations on CLPL provision to direct staff to the new CLPL opportunities relating to LGBT Inclusive Education.	SG											Discuss the toolkit at Implementation Group			On track
21-2	That the Scottish Government commit to maximising the reach and impact of the new resources outlined in Recommendations 23, 24 and 25 [Ref. No. 19-7, 20-5, 21-1] - ensuring they are effectively hosted and distributed, and through supporting implementation across schools in Scotland.	EdS SG COSLA					Write to all headteachers signposting them to LGBT resources on the National Improvement Hub								19-7 20-5 21-1	On track
21-3	That should the Implementation Group not see sufficient progress in local delivery of LGBT inclusive education by the end of the current Parliamentary term, then the Scottish Government should consult them on further measures, including legislative options.	LGBT IG											Discuss progress at Implementation Group			On track
21-4	That the Scottish Government resource and invest in initiatives dedicated to advancing LGBT inclusive education.	SG and LGBT IG											Discuss progress at Implementation Group		21-3	On track
Phase Four - For Delivery After April 2021																
21-5	That the Scottish Government should review the impact of the new procedures for monitoring and recording bullying incidents.	SG			All schools using SEEMIS	Initial evaluation of impact							External Evaluation of impact			On track
21-6	That the Scottish Government commits to ongoing evaluation of new resources to improve LGBT inclusive education in schools across Scotland.	SG and LGBT IG												Agree evaluation method at Implementation Group	19-7	On track
21-7	The Implementation Group develop evaluative approaches concerning LGBT inclusion to inform the review of these recommendations, such as thematic inspection.	SG and LGBT IG												Agree evaluation method at Implementation Group	20-2 21-6	On track
21-8	That the impact of the updated Conduct of RSHP guidance is evaluated within five years of publication, and appropriate steps put in place to adapt, continue and develop this work. This should be evaluated against agreed success criteria and the impact on LGBT learners considered.	SG												Agree evaluation method and timescales	19-6 20-2	On track
21-9	That the Scottish Government and COSLA promote effective delivery of these recommendations, maximising reach and impact of all actions relating to this suite of recommendations, in order to achieve effective delivery of LGBT inclusive education in all schools in Scotland.	SG and COSLA		Issue intermediate guidance note to all schools			Write to all headteachers signposting them to LGBT resources on the National Improvement Hub			Issue guidance note to all Local Authority Directors of Education following publication of updated RSHP Guidance					19-3 20-1 20-2 20-8 21-2	On track
21-10	That, at the next review of Curriculum for Excellence (CfE), Education Scotland will lead on developing LGBT specific Experiences and Outcomes.	SG and EdS						Education Scotland to advise on forthcoming opportunities							20-9	On track

*As at May 2019