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# STONEWALL EDUCATION EQUALITY INDEX 2017

Championing LGBT inclusion  
in Britain's schools

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Championing LGBT inclusion in  
Britain's schools

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### Every child deserves an education free from bullying and isolation.

Unfortunately, so many lesbian, gay, bi and trans young people continue to face discrimination at school because of who they are. We all have a part to play in tackling and preventing this sort of behaviour.

Stonewall produces its annual Education Equality Index to showcase local authorities that lead the way in celebrating difference, tackling homophobic, biphobic and transphobic (HBT) bullying and supporting LGBT young people. This year's Index received 39 submissions from across England, Scotland and Wales.

We were delighted to see some truly inspirational work being undertaken from organisations that clearly, and rightly, have equality and inclusion embedded at their core. It's with your hard work that the root of HBT bullying in schools can be addressed, and solutions to tackling and preventing it can be established. Together we can create a world where all young people feel free to be themselves, without fear of exclusion or bullying in their schools. Each and every one of our entrants has contributed towards that.

Last year marked the first year of trans inclusion in the Index, a vital step towards recognising the unique needs of trans young people. Research as part of Stonewall's *School Report 2017*, and calls to our teams received from the parents of trans young people, show just how important this is.

This year we've seen trans-specific commitments to inclusion from many local authorities, which is fantastic. As Stonewall's work goes wider and deeper into communities, supporting all lesbian, gay, bi and trans people and their specific needs, we're pleased to see this sentiment shared by this year's top entrants.

Partnership working has enabled all of those in this year's Index to hear from, and work alongside, a range of LGBT young people. That means you're able to serve those young people better, and work closely with schools in the area to ensure their needs are met. So on behalf of the whole team here at Stonewall, I'd like to extend a very big congratulations, and a truly heartfelt thanks.

All of you, and in particular our top 10, have demonstrated a real and ongoing commitment to LGBT inclusion. This continues to help transform institutions, empower teaching staff and pupils, and reach the hearts and minds of people in your local community.

We look forward to supporting you further in this as we all work towards a world where all LGBT young people feel safe, happy and included at their schools, and are accepted without exception.



*Ruth Hunt.*

RUTH HUNT  
CHIEF EXECUTIVE, STONEWALL

# TOP TEN LOCAL AUTHORITIES

Stonewall's top 10 local authorities celebrate difference and work to prevent and tackle homophobic, biphobic and transphobic (HBT) bullying in schools.

They set examples for others on how to support LGBT young people in their local communities, and have scored the highest in Stonewall's 22-question Education Equality Index (EEI) by demonstrating their good practice with supplementary evidence. They show that success can be achieved regardless of the local authority's location or size.

- 1 **Bath & North East Somerset Council**
- 2 North Yorkshire County Council
- 3 Oxfordshire County Council
- 4 Cambridgeshire County Council
- =5 Herts for Learning/Hertfordshire County Council
- =5 Leicestershire County Council
- 7 Southend-on-Sea Borough Council
- 8 Birmingham City Council
- 9 Sheffield City Council
- 10 Nottinghamshire County Council

"We are delighted to be the winning local authority in this year's Stonewall Education Equality Index and continue to celebrate our success in this prestigious award, having been winners in 2015 and second in 2016.

The role of the Bath & North East Somerset 'Challenging Homophobia, Biphobia and Transphobia Steering Group' is widely recognised and supported within and beyond the council. Work to support LGBT young people and to celebrate difference is prioritised in all our schools and young people's settings. Our leading principle is that Bath & North East Somerset is a place where you can be yourself and we are delighted that this has been recognised by Stonewall.

I would like to thank everyone (children, young people, school staff, local authority and Public Health colleagues, as well as our other partners) who has contributed to this award."

**ASHLEY AYRE**  
CHIEF EXECUTIVE, BATH & NORTH EAST SOMERSET COUNCIL

**BEST NEW ENTRANT**  
Southwark Council

**MOST IMPROVED LOCAL AUTHORITY**  
The Highland Council

# MEASURES OF SUCCESS

The Education Equality Index is free to enter for all local authorities in England, Scotland and Wales.

Each submission is marked multiple times by different Stonewall experts. Consultation meetings are held with the leading local authorities to verify their submissions and supporting evidence, and every participating local authority receives tailored feedback from Stonewall. This highlights achievements and examples of good practice, as well as identifying an action plan to improve. The Stonewall Education Champions programme then supports each local authority to achieve these outcomes.

The Index measures practice as well as policy, and looks at three key areas (sample questions below):

## THE ROLE OF THE LOCAL AUTHORITY

- Does the local authority explicitly state in written documents offered to schools that they must tackle all forms of prejudice-related bullying and language, including HBT bullying and language?
- How does the local authority measure the impact of the work it is doing to celebrate difference, prevent and tackle HBT bullying, and support LGBT young people?
- Does the local authority offer training on celebrating difference and preventing and tackling HBT bullying and language to staff in primary, secondary and special schools, including academies and free schools?

## WORKING WITH LOCAL SCHOOLS

- Does the local authority offer guidance to schools to record and monitor incidents of bullying, including those of HBT bullying?
- Does the local authority offer a survey for children and young people, which includes questions about their experiences of bullying, including HBT bullying, and/or can identify specific health and wellbeing needs of LGBT children and young people?
- Does the local authority offer support to schools to encourage them to work in partnership to celebrate difference and prevent and tackle HBT bullying?

## WORKING WITH THE LOCAL COMMUNITY

- Does the local authority encourage the involvement of children and young people in work to tackle homophobic, biphobic and transphobic bullying?
- Has the local authority taken action to link up with local LGBT youth groups that provide support for schools and individuals on how to prevent and tackle HBT bullying?
- Does the local authority promote mental health support, specifically for LGBT young people, to secondary schools and youth groups?

# WHAT DOES A GOOD LOCAL AUTHORITY LOOK LIKE?

Participating in the Education Equality Index enables local authorities to benchmark their performance in preventing and tackling HBT bullying.

Some 24 local authorities entered the Index in both 2016 and 2017. On average, their scores were four percentage points higher in 2017. As part of their ongoing work, all of our top 10 scoring local authorities carry out a range of best practice, including:

## Working in partnership with local services

This includes working with a range of public and third sector organisations, such as the police, health services, and local LGBT groups, to prevent and tackle HBT bullying in schools.

## Offering staff training

LGBT and anti-bullying training is offered to local authority staff who work directly with children and young people, as well as to senior leadership teams in schools, teachers, non-teaching staff and governors.

## Sharing best practice

Primary, secondary and special schools demonstrate best practice by working with other schools to share their experience and inspire change beyond their own school gates.

## Surveying children and young people

Local authorities better understand children's and young people's experiences of HBT bullying, and health and wellbeing needs, through surveys and direct consultation.

## Recording and monitoring HBT bullying

Guidance is offered to schools on how to record and monitor incidents of HBT bullying and language.

## Encouraging schools to work together

Local authorities champion collaborative working by encouraging schools to combine resources and share knowledge on LGBT matters.

## Offering mental health support

Mental health support services, specifically for LGBT young people, are actively promoted to secondary schools and youth groups.

## Empowering children and young people

Children and young people are inspired and empowered at a strategic level (in review of policy and practice) and through direct teaching practice.

## Celebrating success

Stories are shared in the local press and on social media to celebrate achievements and inspire others to take actions on LGBT inclusion in schools.

## Working with Stonewall

All of our top 10 local authorities have been part of Stonewall's Education Champions programme for the past 12 months.

# 1 BATH & NORTH EAST SOMERSET COUNCIL

Children and young people are actively involved in every part of the campaign to make Bath & North East Somerset a more inclusive place in which to study, live and work.

In the past year, Bath & North East Somerset Council has:

- **Actively encouraged over 50 schools and youth settings to develop and maintain Equality Teams (E-Teams) to drive change.** Led by children and young people, these work collaboratively on diversity and inclusion campaigns across Bath & North East Somerset. They are particularly focussed on celebrating difference and challenging discriminatory language. To empower more schools to step up, the council's Young People's Equalities Group wrote detailed guidance on how to set up an E-Team. This is supported by a dedicated E-Teams page on the council's website where resources, including several films, are shared. The council has actively encouraged schools to share experience of running E-Teams too. Existing secondary school E-Teams ran a sharing event to encourage others to join in; six more secondary schools have committed to setting up E-Teams as a result. Primary and secondary school E-Teams have participated in the council's newly developed LGBT-inclusive training for school staff.
- **Collaborated extensively with its LGBT youth group, SPACE, to engage and support wider audiences of young people.** Over 80 young people now attend SPACE, which has also established an additional group for 13 – 16 year olds. Working in partnership, it developed a guide for parents and carers on coming out featuring cartoons designed by young people. For Transgender Day of Remembrance, its trans young people shared their experiences at an event which also included an 'in conversation' session with Jay Stewart (CEO of Gendered Intelligence) and the actor, Rebecca Root. Young people from SPACE also collaborated with the council on a 'Craftivism' workshop for LGBT History Month, attended by young people and local community members, including the Chair of the council.
- **Developed a series of innovative resources for schools in consultation with LGBT young people to provide support and lead strategic change.** The council's inclusive primary Relationships and Sex Education (RSE) resources include card games based on Stonewall's *Different Families, Same Love* campaign, activities to explore gender stereotypes, and an LGBT-inclusive puberty quiz. LGBT content has also been embedded in the council's positive mental health resources for primary and secondary schools. The council developed a checklist for secondary school Work Experience Leads to help ensure that local workplaces promote a positive environment for LGBT young people or those perceived to be LGBT. The council also ensured that LGBT young people fed in to the LGBT manifesto for education in the South West, directly involving LGBT young people in setting strategy for the region.

"We have entered the Stonewall Education Equality Index for the past five years. Both our success and the challenges of the process have galvanised us into doing our best to involve as many schools and other partners as possible in our work around LGBT inclusion. The Index is a really rigorous self-assessment tool. It has been a useful way of looking at our Equalities strategy generally and not just LGBT-specific work.

We are most proud of the lead that has been taken by children and young people, who have been working enthusiastically in E-Teams (of which there are now well over 50) to find new and fun ways to celebrate difference and to ensure that the school takes inclusion seriously. Pupils regularly help us deliver training, run E-Team events where good practice is shared, make films about their work, and trial resources and lesson materials. Young people from our LGBT youth group SPACE have developed resources for other young people, and their parents/carers, and have supported us in events for LGBT History Month and Transgender Day of Remembrance."

KATE MURPHY  
BATH & NORTH EAST  
SOMERSET COUNCIL

## 2 NORTH YORKSHIRE COUNTY COUNCIL



The council uses comprehensive survey data to raise awareness of the experiences and challenges faced by LGBT young people in North Yorkshire. They take this into account in strategic decision-making and planning to ensure the most appropriate support across the county.

The Council runs a biannual Growing Up in North Yorkshire (GUNY) survey. This provides robust health and wellbeing data for all children and young people in the county, including LGBT young people. It presented findings of its 2014 survey to the Young People's Overview and Scrutiny Committee, highlighting the high prevalence of risk-taking behaviour amongst LGBT young people and sharing other challenges. This led to a series of recommendations for schools (on policy, training, curriculum and awareness-raising with parents/carers) and for the local authority (on data, and support to schools, elected members and officers). Over the last year, these have formed the basis of one of the council's Equality Objectives with actions including:

- **Developing locality-based provision and training for a range of stakeholders to extend the network of support available and embed good practice.** To ensure high quality support can be accessed across different localities, the council identified 26 LGBT Champions from its Healthy Child and Prevention teams across the area. Champions receive regular training, informed by localised GUNY data, so they can better support LGBT young people and staff, and raise the profile of local LGBT matters. Elected members have also been trained, so they can better consider issues facing LGBT young people in their decision making. A lead officer and lead councillor have also been appointed as LGBT Champions to provide senior leadership on LGBT matters.
- **Providing training and tools for schools, and increasing youth group accessibility, to provide safer spaces for LGBT young people.** The locality-based approach has also seen more than half of all schools in the county trained on tackling HBT bullying or on making RSE LGBT-inclusive. Their early years practitioners now have access to an Equalities and Diversity audit tool to help embed inclusion in their settings. Training is supplemented by the council's recently-launched *LGBT guidance for professionals working with children and young people in North Yorkshire*. In addition, the number of LGBT youth groups across the county has increased from two to eight, meaning that LGBT young people can now access direct support in every locality.
- **Empowering LGBT young people to be agents for change across the county.** To improve practice in schools, trans young people have worked with Connecting Youth Culture to produce a short animated film. The film cleverly integrates hard-hitting GUNY data with the young people's lived experiences to raise awareness of how to proactively support trans pupils. The council also held its first ever *LGBT Youth Voice* event in York. This actively engaged LGBT young people from across the county, encouraging them to take part in consultations on the North Yorkshire Youth Council Executive and the Police and Crime Commissioner's hate crime strategy. It also empowered them to run campaigns in their local area, including developing a series of posters which will be used across the county to celebrate LGBT young people.

"We annually use the Stonewall Education Equality Index as an assessment tool to measure our success and areas for development, to ensure we are positively impacting on LGBT children and young people growing up in North Yorkshire.

This year as part of the Voice, Influence and Participation Strategy, we have LGBT young people who are representatives on the council's Youth Executive group that meets with decision makers from both the council and other public services. We have held our first *LGBT Youth Voice* event which brought together LGBT young people from across the county and we have further embedded the role of the LGBT Champions within the Healthy Child and Prevention teams to raise awareness in their localities and provide early support."

CLARE BARROWMAN  
NORTH YORKSHIRE  
COUNTY COUNCIL

## 3 OXFORDSHIRE COUNTY COUNCIL



Working in partnership with a range of public and third sector organisations, together with schools and young people, has driven change across Oxfordshire.

In the past year, Oxfordshire County Council has:

- **Extended the membership of its multi-agency Anti-HBT Bullying Action Group to build capacity and reach deeper into communities.** More than 15 different organisations and good practice schools are now represented on the Action Group. With new partners (such as Oxford University, Pegasus Theatre and Oxford Pride) actively supporting its work, the Action Group has been able to reach deeper into communities. This has included a particular focus on training educational psychologists and school nurses to better tackle HBT bullying and support trans children and young people. Members of the Action Group have also trained elected members on the impacts of bullying on children and young people from vulnerable groups. As a direct result, a motion calling for the Education Scrutiny Committee to carry out a review of all types of prejudice-related bullying in the county was carried by the Full Council.
- **Engaged with young people on innovative arts projects to raise awareness of LGBT issues in schools and the wider community.** The council commissioned an LGBT youth arts group (My Normal) to develop an anti-HBT bullying film. This was launched at the Oxfordshire Safeguarding Children Board's annual conference in March 2017 and now helps professionals understand, tackle and prevent HBT bullying. Supported by members of the Action Group, students from a secondary school have also developed a powerful drama piece, *Project Q*, based on real-life coming out stories. The piece has been performed in other secondary schools and at two county-wide conferences. Accompanied by a resource pack (also funded by the council), this is helping to ensure that powerful messages about supporting LGBT young people can reach an even wider audience.
- **Expanded the practical support offered to schools to ensure that all pupils are accepted without exception.** The Action Group has developed and launched a multi-level Equality Champion School Award. This encourages schools to improve how they celebrate difference and prevent and tackle HBT bullying. Three schools have received awards since its launch in November 2016. New resources, events and policy developments are also shared with schools in a termly anti-bullying newsletter and on its online hub. Resources include an updated *HBT Bullying Toolkit*. The toolkit uses local and national statistics to highlight the importance of tackling HBT bullying and offensive language. It also refers to the Ofsted inspection framework and British Values and Spiritual, Moral, Social and Cultural (SMSC) development. This links LGBT-inclusive actions to governance frameworks and the curriculum, helping to further embed positive change in schools.

"Oxfordshire is highly committed to taking part in the Stonewall Education Equality Index. This is because it provides us with a clear framework for improving the work we are doing to address and prevent bullying and provide support for LGBT children and young people. Stonewall provides excellent support and high quality advice to help us improve our practice and also the opportunity to network and learn from other local authorities.

Our motivation to improve in the Index also helps to inspire us to further improve our practice. Over the past year, our greatest achievement has been in building our Action Group. This year more partners have joined and we have been able to increase our achievements through the support received. Partnership with young people has been the key to some of our biggest successes, with the *Project Q* drama piece and the film from the My Normal youth art group among the highlights."

JO BROWN  
OXFORDSHIRE COUNTY COUNCIL

# 4 CAMBRIDGESHIRE COUNTY COUNCIL



Cambridgeshire County Council maximises the support it can offer to schools, LGBT young people and their families by working in close collaboration with The Kite Trust, a local charity that focuses on the health, wellbeing and inclusion of LGBT young people across the county.

In the past year, Cambridgeshire County Council has:

- **Championed collaborative use of digital engagement to support wider audiences on mental health and wellbeing.** Through an evidence-based approach (using local survey data), the council funded The Kite Trust to deliver targeted one-to-one mental health support to LGBT young people across the county. This has been offered through Skype, by phone or face-to-face meaning that LGBT young people in isolated or rural communities can access support. Virtual support groups for the parents/carers of gender-questioning children and young people are also offered; service provision in response to an identified need among gender-questioning under 12s is also being considered. Both the council and The Kite Trust have signed up to the local NHS First Response Service's *STOP Suicide* pledge. This is publicised through social media and electronic communications. Given the vital role that LGBT youth groups play in improving mental health and wellbeing, The Kite Trust, in partnership with Stonewall and The Proud Trust, wrote an online guide to setting up LGBT youth groups in April 2017. This is available on the Stonewall website.
- **Developed practical guidance for schools and settings based on local best practice to drive consistent and impactful change.** Cambridgeshire's Anti-Bullying Steering Group has developed new online anti-bullying resources for schools, families and young people. They include examples of HBT bullying and signpost local and national support organisations. Cambridgeshire Race Equality and Diversity Service (CREDS) has updated its guidance for schools on prejudice-related incidents and has a dedicated online recording system. The service also helps best practice schools support other schools, including those new to supporting gender-questioning or trans pupils. In addition, Cambridgeshire's Standing Advisory Council for Religious Education (SACRE) has developed innovative guidance to help teachers navigate discussions about sexual orientation and gender identity within Religious Education (RE). CREDS and SACRE are now monitoring the impact of this guidance in schools, and Public Health has commissioned The Kite Trust to manage the Sex and Relationships Education (SRE) Gateway (a website of approved external SRE providers for schools) to ensure schools can access quality-assured provision.
- **Used LGBT History Month to very visibly show support to LGBT young people.** Cambridgeshire County Council celebrated LGBT History Month 2017 by flying the rainbow flag over Shire Hall. To visibly champion LGBT inclusion and engage employees and communities in this, the council also encouraged elected members, local authority officers, The Kite Trust and schools to form 'human rainbows' as part of its countywide *Be the Rainbow* event. This included the first-ever rainbow of public service vehicles.

"The Stonewall Education Equality Index provides Cambridgeshire with the regular opportunity to evaluate our progress in developing LGBT-friendly services and in challenging HBT bullying. It is a rigorous tool which enables us to identify areas for development in the coming year and to reflect upon and celebrate our achievements.

We are particularly pleased this year that the local authority, in continued partnership with newly rebranded The Kite Trust, has developed its support for trans and gender-questioning young people and their families through increased training in schools and signposting to exemplary practice in Arbury Primary School, one of our Stonewall School Champions. The new county anti-bullying website provides school staff, families and young people with information and advice on tackling HBT bullying."

**BETHAN REES  
CAMBRIDGESHIRE  
COUNTY COUNCIL**

# MORE GOOD PRACTICE



## =5 Herts for Learning / Hertfordshire County Council

Herts for Learning/Hertfordshire County Council provide schools with an extensive range of training opportunities and online resources to prevent and tackle homophobia, biphobia and transphobia. The safeguarding of LGBT young people is a key focus in all of their LGBT, anti-bullying and anti-discrimination training. This year schools have been offered a calendar of pupil workshops addressing equality and diversity issues. They also held an RSE Summit which included sessions on making RSE LGBT-inclusive. Early years practitioners have had 'valuing diversity' training and been provided with an audit tool to help evaluate their setting's inclusive practice.

The Who not What (WnW) group continues to be the voice of LGBT young people in the county, providing strategic input into the development of services and resources. WnW was named as Herts Volunteer Team of the Year in 2016 and all of its members have been trained as Young Commissioners.

Youth Connexions Herts has received funding from the Big Lottery Fund to expand the provision of LGBT youth groups to all 10 districts in the county. The youth workers running these groups have received training on supporting LGBT young people from Stonewall, Herts for Learning and the young people from WnW.



## =5 Leicestershire County Council

Leicestershire County Council has formed a cross-border anti-homophobia, biphobia and transphobia working group with neighbouring local authorities, Leicester City Council and Rutland County Council. The group brings together a range of professionals from the three local authorities, the public sector and voluntary sector. Its aim is to form more cohesive links between partners, share good practice and develop resources for schools, parents/carers, children and young people.

There is good practice highlighted across the authority. Leicestershire's Child Sexual Exploitation (CSE) team uses a range of scenarios that are LGBT-inclusive in its direct work with young people and when training professionals.

During Anti-Bullying Week 2016, Leicestershire County and Leicester City Councils jointly ran a conference focused on homophobia, biphobia and transphobia for over 120 school staff and pupils at Leicester City Football Club's King Power Stadium. Young people from Leicester LGBT Centre's Young Transgender Centre of Excellence shared their inspirational stories with those attending. Everyone had the chance to be photographed with the Premier League Trophy and the club mascot, Filbert Fox, who wore Rainbow Laces for the occasion.

Leicestershire's online anti-bullying hub provides support for professionals, parents/carers and young people. This year, its Anti-Bullying Award has focused on making sure that relevant school policies explicitly refer to HBT bullying.



## 7 Southend-on-Sea Borough Council

Southend-on-Sea Borough Council has updated its anti-bullying guidance for schools, in consultation with its Difference and Diversity partnership group, so that it includes dedicated content on tackling HBT bullying.

For the past three years, Southend has invited schools to participate in its year-long Equality and Diversity Champions programme during which they receive extensive support in all areas of their anti-bullying practice to achieve Enhanced Healthy Schools status.

This year, 10 primary schools, a special school and a pupil referral unit participated. Southend funded these schools to attend Stonewall's Train the Trainer course, provided a comprehensive 'before and after' survey to measure the impact of the programme on the health and wellbeing of pupils, and held a celebration event at the end of the year for schools to showcase their good practice.

Southend works annually with South Essex College's performing arts students to create plays on cyberbullying which then tour schools. Three of the six plays performed this academic year have included examples of HBT bullying. They have been seen by nearly 1,700 pupils.

## MORE GOOD PRACTICE



### 8 Birmingham City Council

Birmingham City Council's anti-bullying work is driven by its inter-agency Bullying Reduction Action Group (BRAG). Partners include anti-bullying providers, educators, health services, police, schools, early years settings, community, youth and third sector organisations. They work together to prevent and tackle bullying in the city by providing training, developing resources and running campaigns. This year, BRAG has worked hard to strengthen its relationship with Birmingham LGBT and the Out Central LGBT youth group.

Over the past year BRAG has set up its own 'Stop Bullying in Brum' website. This provides a range of support, guidance and model policies. It also has a dedicated Twitter feed so it can communicate more effectively with schools, and runs an annual Anti-Bullying Week event. In 2016, Stonewall provided one of the keynote speakers.

In January 2017, Birmingham produced an updated Curriculum Statement, signed by Cabinet Members. It applies to all schools in the city. It is based on the Equality Act 2010 and the Department for Education's definition of fundamental British Values. It stresses that all children should experience a broad and balanced curriculum enabling them to learn in an environment without prejudice or inequality.



### 9 Sheffield City Council

Sheffield City Council launched its revised bullying and prejudice-based incident reporting and recording guidance for schools this year. It is now creating a new sub-group of its LGBT+ Hub. It will bring together key stakeholders, such as the Sheena Amos Youth Trust (SAYIT), Learn Sheffield, South Yorkshire Police, Public Health, and LGBT Sheffield. The group will focus its activities on preventing and tackling HBT bullying in schools and the local community, and improving mental health and wellbeing outcomes for LGBT children and young people.

Sheffield part-funded SAYIT's Supporting Transgender Young People Conference for schools and services working with trans children and young people. It has commissioned SAYIT to deliver training sessions in schools, colleges and universities on the mental health and wellbeing of students with a particular emphasis on LGBT young people.

SAYIT have also been commissioned to train at least 400 children and young people's service staff. Sheffield hosted a delegation from districts in the Lazio Region in Italy who came to the city to compare the services available to children and young people. There was a specific focus on the needs of LGBT children and young people, with SAYIT presenting Sheffield's approach.



### 10 Nottinghamshire County Council

Nottinghamshire County Council's Youth Service has set up five new LGBT drop-in services for young people in areas of the county that previously had no provision. Stonewall and the established LGBT youth group in the north of the county, Worksop Out On Wednesdays (W.O.W), delivered training to those running the drop-in services so that they could better understand the experiences and needs of LGBT young people.

Nottinghamshire has provided its children and young people's service workforce with training on lesbian, gay and bi awareness, and a separate session to raise trans awareness. It is contributing to a piece of research being led by Nottingham Trent University on the needs of LGBT Looked After Children. To improve its practice, the council carried out a consultation at Nottinghamshire Pride in 2016 with around 150 LGBT young people to identify gaps in provision.

The Centre Place, which runs W.O.W, has received funding from the People's Health Trust to expand its LGBT services. The new service, LGBT+ Service Nottinghamshire, will now be able to offer support to young people from the age of 11 who identify as LGBT, and will run a parents' group. It will also provide a dedicated support group for trans young people and an LGBT counselling service.

# EDUCATION CHAMPIONS PROGRAMME

## WORK WITH STONEWALL TO BRING ABOUT POSITIVE CHANGE

This year's Education Equality Index highlights how many local authorities are preventing and tackling homophobia, biphobia and transphobia in schools and taking proactive steps to celebrate difference. They are creating learning environments where all young people can be accepted without exception.

Some 24 of this year's 39 entrants also entered the Index in 2016. They have received tailored support from Stonewall as part of our Education Champions programme, increasing their average scores by four percentage points in the past 12 months. Local authorities that have taken part in all seven Indexes have seen their scores increase by an average of 35 percentage points.

At Stonewall, we know that a structured and consistent approach to inclusion and support to young people brings sustainable change. However, there is still much to do in schools across the country.

The 2017 *School Report* shows that two in five LGBT pupils are never taught anything about LGBT issues at school. Significantly, 45 per cent of LGBT pupils suffer from HBT bullying in school. Two thirds of LGBT pupils, including 84 per cent of trans pupils, have deliberately harmed themselves. One quarter of LGBT pupils, including 45 per cent of trans pupils, have at some point attempted to take their own life.

Teachers lack training. Ninety per cent of teachers have never been trained in how to tackle homophobic bullying. Just three in ten bullied LGBT pupils say teachers who are present during the bullying intervene.

Local authorities can create real change by supporting schools to address this gap in training, as well as providing staff with the tools and confidence they need to prevent and tackle HBT bullying. This isn't a task for one teacher in a school; it's something that requires a whole school approach and leadership and empowerment at all levels. Leading local authorities support schools to develop scripts so that all staff can confidently challenge HBT language. They will offer specific guidance to schools so that all staff can support trans children and young people.

The highest performing local authorities have gone further, recognising the impact of bullying on mental health and wellbeing, and have offered specific support to LGBT young people as an integral part of their drive to improve public health. They've also realised the importance of training Child and Adolescent Mental Health Services (CAMHS) practitioners, educational psychologists and school nurses on how to better support LGBT young people.

Over the past year, many Education Champion local authorities have managed to secure additional support for LGBT young people, with more than 35 new LGBT youth groups opening around the country. This is crucial support as three in five LGBT young people say they don't have an adult at home they can talk to about being LGBT, and almost half say that there isn't an adult at school they can talk to about being LGBT.

If you have been inspired by the work of the local authorities in this report and want to bring change to schools in your local area, or if you are an Education Champion wanting to build on everything you have achieved so far, please get in touch with the team at Stonewall. We can support your local authority to help ensure acceptance without exception for all LGBT children and young people in your schools, as well as better prepare teachers and staff to champion inclusion. You can reach the team on 020 7593 2821 or by emailing [education.champions@stonewall.org.uk](mailto:education.champions@stonewall.org.uk).

Thank you,

DARREN TOWERS  
EXECUTIVE DIRECTOR, STONEWALL

### KEY BENEFITS OF THE PROGRAMME INCLUDE:

- A dedicated point of contact to provide tailored advice and support
- National and regional good practice seminars to hear from other local authorities and share experiences
- Stonewall representation at two local events each year
- Priority access to Stonewall's new education resources
- Support with your submission to the Education Equality Index and detailed feedback to help you to continue to improve
- Priority and discounted access to Stonewall's Education for All conference and other Stonewall events



# RECOMMENDATIONS

Steps towards further success

## Drive change

HBT bullying is demonstrably lower in schools that explicitly state that it is wrong. Ofsted explores what schools are doing to combat homophobia, biphobia and transphobia as part of its inspection framework. Local authorities should make an explicit, written commitment to tackle HBT bullying and language, and should provide support so that all schools and other educational and youth settings do the same. Local authorities also should advise schools on ways they can support LGBT young people and promote relevant resources to staff so they are confident on how to meet the needs of LGBT pupils, ensuring that they feel happy and supported at school. They should provide specific advice to schools on how to support their trans pupils, particularly as more than half of trans pupils say that staff at their school are not familiar with the term 'trans' and what it means (*School Report*, Stonewall, 2017).

## Identify, challenge and measure success

Schools should be offered guidance on recording and monitoring incidents of HBT bullying and

language, and local authorities should ask for this data to be fed back to them. Local authorities should ask primary and secondary school pupils questions about HBT bullying as part of their anti-bullying and health and wellbeing surveys to determine the extent of the problem and to inform future anti-bullying and commissioning strategies.

## Train staff, governors and elected members

Most school staff have not received specific training to prevent and tackle HBT bullying. Just three in ten bullied LGBT pupils say teachers who are present during the bullying intervene (*School Report*, Stonewall, 2017).

Local authorities should offer training to all local authority staff who work directly with children and young people, as well as to all school staff and governors, on challenging HBT bullying and supporting LGBT young people. Staff from early years settings should be trained on celebrating difference and challenging gender stereotypes. Elected members should also be trained on how they, as corporate parents, can best support LGBT Looked After Children.

## Collaborate and share good practice

Local authorities should facilitate opportunities for schools to support each other to improve the work they do to celebrate difference and prevent and tackle HBT bullying. They should identify good practice primary, secondary and special schools, as well as early years settings, and offer appropriate online arenas and network meetings where they can share their expertise and inspire others. In particular, local authorities should seek to engage with academies and free schools to tackle homophobia, biphobia and transphobia. They should also encourage partnership working, for example between secondary schools and their feeder primary schools.

## Involve young people

Local authorities should encourage schools to involve their pupils and local LGBT youth groups in their work to challenge homophobia, biphobia and transphobia. Schools should actively consult with pupils in the design of anti-bullying, equalities and behaviour policies, and encourage pupil-friendly versions to be

written, so that children and young people can take ownership of anti-bullying initiatives. Local LGBT youth groups can provide particular expertise to assist schools in challenging HBT bullying. Local authorities should also empower LGBT young people by involving them at a strategic level in consultation processes and the commissioning of services.

## Promote a fully inclusive curriculum

Two in five LGBT pupils are never taught anything about LGBT issues at school, with 76 per cent having never learnt about or discussed bisexuality at school and 77 per cent never having been taught about or discussed gender identity and what 'trans' means (*School Report*, Stonewall, 2017). Local authorities should offer primary, secondary and special schools age-appropriate guidance and suggestions on how to integrate LGBT issues into the curriculum, including into PSHE and RSE, for example by using Stonewall's FREE and FIT films, *Different Families* resources and recommended books. This is particularly important as teaching RSE will become statutory in 2019. Local authorities should also find innovative ways to encourage schools and settings to address LGBT issues during notable events such as LGBT History Month, Safer Internet Day, Bi Visibility Day, Anti-Bullying Week, and on Transgender Day of Remembrance.

## Work in partnership

Local authorities should work in partnership with a broad range of public, private and third sector partners to champion LGBT inclusion in schools and communities. This should include organisations such as the police, health service and charities, as well as local businesses and LGBT groups. LGBT youth groups offer crucial support to LGBT young people - three in five LGBT young people say they don't have an adult at home they can talk to about being LGBT; almost half say that there isn't an adult at school they can talk to about being LGBT (*School Report*, Stonewall, 2017).

## Provide specialist mental health support

Two thirds of LGBT pupils – including 84 per cent of trans pupils – have deliberately harmed themselves. One quarter of LGBT pupils – including 45 per cent of trans pupils – have at some point attempted to take their own life (*School Report*, Stonewall, 2017). Local authorities should explicitly recognise that mental health support, specifically for LGBT young people, is a priority and reflect this in health and wellbeing strategies. This mental health support should be promoted to all secondary schools and youth groups. Local authorities should also recognise the vital role that Child and Adolescent Mental Health Services (CAMHS) play, particularly in supporting

trans children and young people. They should ensure that staff are trained, and that schools and settings are aware of the local pathways of support.

## Encourage schools to become School Champions

Stonewall works directly with over one thousand primary, secondary and special schools, as well as pupil referral units (PRUs), from across the country as part of the School Champions programme. Integral to the programme is a day-long Train the Trainer course, which gives participants the tools, techniques and confidence to train other staff in their school on how to tackle HBT bullying. A second course on supporting trans young people and creating a trans inclusive school will be available to secondary schools from September 2017. Local authorities should encourage schools to join the School Champions programme as a cost-effective way to tackle bullying, support LGBT pupils, and help them meet Ofsted inspection criteria.

## FURTHER RESOURCES [www.stonewall.org.uk/educationresources](http://www.stonewall.org.uk/educationresources)



**School Report:**  
The experiences of lesbian, gay, bi and trans young people in Britain's schools (2017)



**Different Families:**  
The experiences of children with lesbian and gay parents (2010)



**Some people are gay/bi/lesbian/trans. Get over it!**  
posters, postcards and stickers



**Getting started toolkit** for primary and secondary schools



**Setting up an LGBT youth group** An online guide providing the tools to set up and run an LGBT youth group

**Celebrating difference: Challenging homophobia in primary schools and Spell It Out: Tackling homophobia in our schools** Stonewall's staff training DVDs for primary and secondary schools



**FIT** A film for Key Stage 3 and 4 students that tackles the issues of homophobic bullying and language

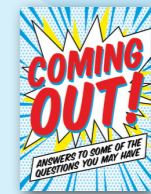
**FREE** A ground-breaking film for primary pupils that conveys powerful messages about difference, diversity and respect, available at [www.stonewallprimary.org.uk](http://www.stonewallprimary.org.uk)



**Gay. Let's get the meaning straight.**  
Posters to help challenge the use of homophobic language



**So... you think your child is gay?** A guide designed to answer some of the common questions that parents might have when they think their child is gay, or has just come out



**Coming Out – Answers to some of the questions you may have** A guide answering young people's questions about coming out



**The Teachers' Report:**  
Homophobic bullying in Britain's schools (2014)



**Education Guides:** Including different families; Working with faith communities; Primary best practice; Tackling homophobic language; Staying safe online; 10 steps to tackling homophobic, biphobic and transphobic language; Introduction to supporting LGBT young people



Workshop pack and activity pack to accompany **FREE**



**Gay. Get over it!** A guide for students to help them recognise and challenge homophobic language amongst their peers



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# STONEWALL EDUCATION EQUALITY INDEX 2017

Championing LGBT inclusion  
in Britain's schools

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 **Stonewall**  
Education for all