

LGBTYS Gold Submission – Kirkcaldy High School

1 Sign-up

1.1 Champion identified

- Current
 - Teachers + pupil link
 - Derek Allan (rector)
 - [REDACTED] (teacher [REDACTED])
 - [REDACTED] (LGBT+ Pupil Committee)
 - [REDACTED] (pupil support assistant)
 - [REDACTED] (teacher [REDACTED])
 - [REDACTED] (teacher [REDACTED])
 - [REDACTED] (teacher [REDACTED])
 - Pupil committee + teacher link
 - [REDACTED] (S3)
 - [REDACTED] (S3)
 - [REDACTED] (teacher)
- Former
 - [REDACTED] (LGBT+ Pupil Committee)
 - [REDACTED] (LGBT+ Pupil Committee)
- Teachers + pupil link meet roughly once per term with reports made back to pupil committee (who meet weekly separately from the larger LGBT+ group). Pupil group were consulted and actioned all aspects of the charter throughout the process. All assemblies, notice boards, training activities etc. were devised by the pupil group with minimal assistance [REDACTED]

1.2 Sign-up and baseline survey completed

- Survey in folder 1.2

2 Champion Identified

2.1 Champion group identified

- Minutes of meetings in folder 2.1

2.2 Quarterly champion group meetings held to discuss progress and actions

- Minutes of meetings in folder 2.1

2.3 Action plan developed shortly after receiving LGBT awareness training

- See minutes of meetings in folder 2.1
- Action plan in folder 2.3.

3 Training

3.1 All champions must receive LGBT awareness training from LGBT Youth Scotland

- Whole staff training on 13/5/19 and 15/5/19 – 78 out of 87 staff trained. That's 90 %.

3.2 Staff must receive LGBT awareness training from LGBT Youth Scotland (min 3.5 hours)

- Whole staff training on 13/5/19 and 15/5/19

3.3 Staff to receive briefing, sharing key lessons learned from LGBT awareness training

- Whole staff training on 13/5/19 and 15/5/19

3.4 All champions plus key identified staff receive a minimum of 3.5 hours additional transgender awareness training from LGBT Youth Scotland

- Whole staff training on 13/5/19 and 15/5/19

3.5 School to offer LGBT awareness briefing to parents and carers

- Leaflet made by pupils for parents. Leaflet in folder 3.5. Pop up stall at Parents' Night 7/11/19. On "Groupcall" and at reception. Evidence in folder 3.5.
- "Twitter" and "Groupcall" messages.

4 Policy

4.1 All policies must meet the standards set out in the Equality Act (2010)

- Policies in folder 4.1.
 - Bullying Policy (on-line at <https://online.fifedirect.org.uk/schoolsite/index.cfm?fuseaction=page.display&pageid=23359F4B-02BE-6B08-35E2B442C41B0985&siteID=8457F6CC-0AF4-4668-7B9DCB02AC55796B>)
 - Equality Statement – pdf of website page in folder and on-line <https://online.fifedirect.org.uk/schoolsite/index.cfm?fuseaction=page.display&pageid=7809C164-AC0F-2536-7653B9D71A714C38&siteID=8457F6CC-0AF4-4668-7B9DCB02AC55796B>
 - Fife Council Equality policy and guidance in folder. This is a Fife-wide policy and is out of our hands to change.
 - LGBT+ Policy (to be launched in tandem with the New Scottish Government Guidelines in April 2020).

4.2 Anti-bullying policies must provide information on homophobic, biphobic and transphobic bullying or gender-based bullying and be guided by A National Approach to Anti-Bullying for Scotland's Children and Young People

- Policies in folder 4.1

4.3 All relevant policies should consider LGBT people and make specific reference where necessary

- Policies in folder 4.1. Gender-neutral uniform policy is detailed in school prospectus (p10) in folder 6.6.

4.4 Undertake an impact assessment of your policies and procedures specifically in relation to LGBT people

- Impact assessment in folder 4.4
- COSLA award win: <https://awards.cosla.gov.uk/project/tackling-inequalities-and-improving-health-fife-council-kirkcaldy-high-school-lgbt/>
- #1 in "Top Fifers of 2018": <https://www.fifetoday.co.uk/lifestyle/revealed-the-fife-free-press-40-fifers-of-2018-1-4852707>
- Courier article: <https://www.thecourier.co.uk/fp/news/local/fife/747578/fife-matters-kudos-to-all-at-kirkcaldy-high-school/>
- Reporting Scotland Report (in folder 4.4 - Reporting_Scotland_Evening_News_-_2017-09-26_b095tI5b_short)
- Ian McKellen visit and media coverage (in folder 4.4)
- Kingdom FM Interview (in folder 4.4 - 2019-02-06 Kingdom FM)
- Other radio interview (in folder 4.4 - LGBT Interview6_mixdown)
- [REDACTED] Digital Story (in folder 4.4 - PM digital story)
- TES Article - <https://www.tes.com/magazine/article/we-must-break-down-barriers-lgbti-inclusive-education>
- Multiple Newspaper Articles and "Twitter" posts (in folder 4.4)

- Mentions in Parliament (https://www.scottishparliament.tv/meeting/ministerial-statement-scotlands-plan-to-improve-the-educational-experience-of-lgbti-young-people-november-8-2018?clip_start=15:32:49&clip_end=15:34:37 AND https://www.scottishparliament.tv/meeting/ministerial-statement-scotlands-plan-to-improve-the-educational-experience-of-lgbti-young-people-november-8-2018?clip_start=15:43:37&clip_end=15:44:52 – transcript also in folder 4.4)
- Evidence at Equalities and Human Rights Committee (<https://www.scottishparliament.tv/meeting/equalities-and-human-rights-committee-june-15-2017> - transcript in folder 4.4)
- “Twitter” Feed - twitter.com/KHS_LGBT
- UNICEF Gold Rights Respecting School Award (report in folder 5.1). LGBT+ Group was instrumental in this.

4.5 Involve young people in the development, review and improvement stages of policy

- The policies were written based on what the group teach in workshop sessions and assemblies (which were written by the pupils). The group then approved the policies. Evidence in multiple posts on “Twitter” (twitter.com/KHS_LGBT).
- Assemblies in folder 5.4
- Training materials in folder 5.2

4.6 A minimum of 1 targeted LGBT policy is developed

- Policies in folder 4.1

5 Practice

5.1 Undertake at least 1 activity or campaign with young people on their right to experience an education free from prejudice and discrimination

- We are a UNICEF Gold “Rights Respecting” School – awarded in 2019. LGBT+ Group was instrumental in this. Official UNICEF and Fife Free Press Report and in folder 5.1.
- Rights Respecting Charter on the wall of every classroom – photo in folder 5.1.
- Also, “No Bystanders” campaign – photo in folder 5.1. Lots of examples on “Twitter” as well (twitter.com/KHS_LGBT)

5.2 Undertake at least 1 youth-led intervention programme with young people (i.e. peer education, youth advisory or LGBT allies’ groups).

- Weekly meeting of LGBT+ Group. “Blue Bulletin” notice in folder 5.2.
- Training and other activities led BY LGBT+ Group. Photos in folder 5.2. Also, multiple activities in folder 5.4. More on “Twitter” (twitter.com/KHS_LGBT)
- Mental Health Ambassadors – Tweets in folder 5.2
- LGBT+ and religion video made after meetings with Fife Interfaith, Hidayah, and Scottish Episcopal Church Representatives (video in folder 5.2).

5.3 Undertake at least 1 activity which specifically addresses the needs of transgender young people

- Trans focus at LGBT+ social on 24/02/19 - photos and lesson plan in folder 5.3.
 - There was also an extensive Q and A at the event with two trans people. Topics discussed:
 - Names/pronouns
 - Gendered facilities
 - Hormones and hormone blockers
- Trans focus at University of Edinburgh LGBT+ Event on 6/2/20 – photos, information, and notes in folder 5.3.
 - Mostly confirmed that we do the right thing at KHS.
 - Teacher sharing of names and pronouns to be discussed by the pupil group (see action plan – folder 2.3).

- Trans consultation of LGBT+ group (folder 5.3 - 2020-04-02 trans consultation.jpg) asked “what should the school be doing to support trans pupils. Most came up with things we already do. “More info to pupils” request addressed by plan for trans PSHE lesson (see action plan – folder 2.3)

5.4 Undertake activities/mark commemorative days/weeks/months relevant to LGBT people (LGBT History Month, Coming Out Day, Anti-Bullying Week, Trans Day of Remembrance, IDAHO – International Day Against Homophobia and Transphobia)

- Multiple activities including LGBT History Month, Purple Friday, IDAHOBIT, World AIDS Day, anti-bullying week – photos in folder 5.4. More on “Twitter” (twitter.com/KHS_LGBT).

5.5 Provide evidence of LGBT safe spaces being considered within your school (changing rooms/gender neutral toilets/gender neutral PE classes)

- Gender neutral toilets are in the school – photo in folder 5.5
- See LGBT+ policy in folder 4.1
- Photos of LGBT+ group meeting notice on noticeboards in folder 5.8.
- Rainbow Pillar at the centre of the school – photos of the making in folder 5.5.
- Online safe-space at twitter.com/KHS_LGBT. Pupils often post/retweet and negativity is blocked.

5.6 Provide evidence of LGBT inclusion across different areas of the curriculum

- PPTS, photos and emails from PTCs in folder 5.6. Evidence from....
 - Religion, Moral and Philosophical Studies (Amnesty “Write for Rights” campaign, Humanist visiting speaker with info on equal marriage and trans naming ceremonies – ppt from 2017 but this is an annual visit and is the same each year)
 - Science (Intersex lesson and Rainbow pH experiment and “Elephant’s Toothpaste”).
 - English (prejudice lesson, “Love Simon” analysis ppt, Advanced Higher Reading List, LGBT+ Themed Higher Imaginative and discursive essay)
 - Social subjects (notes on lesson inserts, Holocaust Assembly, and citizenship lessons)
 - Drama (teacher comments, “Three” script/programme with same-sex couple and “Othello” script/programme with married couple Othello and Desemona portrayed as same-sex couple)
 - TIE “Icons” Posters in classrooms around the school

5.7 Make links and contacts with your nearest or most relevant LGBT organisations

- Regular links with “Pink Saltire”, “Fife Pride”, “Fife Flyers”, local Mosque “Flavours of Fife”, local Episcopal church and “Fife Interfaith” - photos and emails in folder 5.7. Also multiple activities with Fife Schools LGBT+ Groups and organisation where we have led training events (see 5.2). More on “Twitter” twitter.com/KHS_LGBT.
- 2021 Project creating performances based on lockdown experiences with Jordy Delight (Tweets in folder 5.7)

5.8 Provide evidence of referral mechanisms or signposting to any relevant LGBT organisations

- Photos of noticeboards in folder 5.8
- “Twitter” feed - twitter.com/KHS_LGBT

5.9 Address IT issues which prevent young people from accessing LGBT related websites, including LGBT Youth Scotland

- No issues – checked. Screenshot of student account in folder 5.9.

6 Promotional Materials and Resources

- 6.1 Website includes links to LGBT Youth Scotland and other relevant LGBT organisations (if online)
- Website PDF (hover over bulleted list for live links) in folder 6.1 and at <https://online.fifedirect.org.uk/schoolsite/index.cfm?fuseaction=page.display&pageid=E9490F89-D090-5264-D08A180F90DC9470&siteID=8457F6CC-0AF4-4668-7B9DCB02AC55796B>
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- 6.2 Posters and marketing materials for LGBT Youth Scotland and other relevant LGBT organisations made available (for staff and pupils)
- Photos of noticeboards in folder 5.8
- 6.3 LGBT Charter of Rights is visibly displayed in your school/headquarters and on-line if possible
- Photos of noticeboards in folder 5.8. Link at the bottom of the webpage in folder 6.1.
- 6.4 Staff and pupils are made aware of your charter journey
- “Tweet” and “rector’s letters” in folder 6.4
- 6.5 Share your learning from your Charter journey with LGBT Youth Scotland or other local schools
- Media articles and ppt for external training in folder 6.5
- 6.6 Ensure your own resources are LGBT inclusive or develop your own
- Emails, ppts and videos in folder 5.6. Website in folder 6.1, posters and displays in folder 6.2. School prospectus in folder 6.6.
- 6.7 Provide evidence of LGBT inclusive books in your school library
- Photos of books in folder 6.7

7 Monitoring and Evaluation

- 7.3 Undertake equality and diversity workforce monitoring, which is safe, confidential and appropriate
- “Incident motivated by prejudice” recorded centrally on “First Contact” includes all protected characteristics - in folder 4.1
 - Information held centrally by Fife Council via “ABoutme”/”iTrent” - evidence in folder 7.3 (PM information used by permission)
 - Fife council equality and diversity report in folder 7.3
 - The report probably does reflect the statistics in the school as most staff do not share information on their protected characteristics with the council - there is no compulsion to do so. At Kirkcaldy High, LGBT+ staff are very well supported. The prominence and visibility of the activities of the LGBT+ group activities creates an ethos of inclusion to the extent that we do have a staff member who is comfortable being “out” to the pupils. KHS has a leading role on the Fife Council committee for teachers who run LGBT+ Groups. We organise joint events and share resources and experiences. We also have a representative on a committee involving multiple partners who work in LGBT+ inclusion including the NHS, “Pink Saltire”, and the Fife Centre for Equalities.

7.4 Undertake anonymous pupil surveys to capture experiences of bullying and prejudice, including specifically asking about sexual orientation, gender identity (secondary schools) and gender-based bullying (primary schools)

- On-line survey to be developed by LGBT+ Group – results in folder 7.4
- “Pupilwise” Survey in folder 4.4. KHS answers consistently higher than Fife average. Q1-4, Q10, Q12, Q23-30 of relevance.
- Focus groups have occurred – evidence in folder 4.4. Comments on action points in impact assessment (folder 4.4).

7.5 Undertake a staff and pupil consultation which assesses the needs of LGBT/families in your school

- 2 x Focus group of LGBT+ kids. Evidence in folder 7.5.

7.6 Identify improvements and next steps in your Charter journey

- Action plan in folder 2.3.