

**Cabinet Response to the Children & Young People Scrutiny Commission
Investigation into support for LGBT+ pupils in schools in Hackney**

CABINET MEETING DATE

16 September 2019

CLASSIFICATION

Open

WARD(S) AFFECTED

All Wards

CABINET MEMBER

**Cllr Anntoinette Bramble
Deputy Mayor and Cabinet member for Education, Young People and
Children's Social Care**

KEY DECISION

No

GROUP DIRECTOR

**Anne Canning
Group Director, Children, Adults & Community Health**

1. Cabinet member introduction

- 1.1 At its meeting on 25 February 2019, the Children & Young People's Scrutiny Commission assessed the nature and level of support available for LGBTQ+ pupils in Hackney. Their review took place in the context of disturbing scenes in Birmingham and elsewhere, where schools have come under pressure to abandon inclusive relationships education.
- 1.2 In Hackney, we know how important inclusivity and tolerance are to a supportive school environment, to the vast majority of our residents and to the borough's reputation as a beacon of diversity where all of our communities are supported and celebrated.
- 1.3 Through analysis of the evidence received before it, the Scrutiny Commission identified a number of priorities for supporting LGBTQI+ young people in Hackney, and their report made five recommendations.
- 1.4 There is a wide range of excellent work within Hackney schools to help foster pupil wellbeing and develop character and personal attributes that are fundamental to pupils being happy, successful and productive members of society. I welcome the Scrutiny Commission's report, and their recommendations as to how we can build on this existing work. A response to each of the recommendations is set out in the report below.
- 1.5 I commend this report to Cabinet

2. Recommendation

- 2.1. The Cabinet is asked to approve the content of this response.

Executive Response to the Scrutiny Recommendations

Recommendation One	Response
There is a need to further develop the voice of LGBT+ young people so that their needs are better articulated and reflected in commissioning priorities and service planning across Hackney;	Young Hackney are working with the Council's Communications Team to promote consultation with LGBTQI+ young people in order to gather their views on a review / relaunch of the Young Hackney LGBTQI+ provision. It is expected that Hackney Youth Parliament and Young Futures will also contribute the views of LGBTQI+ young people to inform commissioning and service design. In addition the Team Leader for the Young Hackney Health and Wellbeing

	<p>Team is now a member of the CAMHS Transformation LGBTQI+ workstream, which will manage a grants programme for new and existing LGBTQI+ groups.</p>
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<p>Recommendation Two</p> <p>Ensure that there is appropriate training for teachers so that LGBT+ issues can be taught confidently and positively, equips teachers to respond to the needs of LGBT+ young people and supports them to deliver a cross-curricular approach to teaching LGBT+ issues (alongside other equality strands) in their school;</p>	<p>Response</p> <p>Training to Hackney schools is currently delivered through a range of meetings and CPD provided through the Council's training & support offer. In this respect, Hackney Learning Trust (HLT) can and does actively promote equality across schools. In particular, PSHCE (Personal, Social, Health and Citizenship Education) Forum for school leads in the borough provides opportunities to support school staff in teaching about LGBTQI+ issues.</p> <p>In addition, HLT's School Improvement Team have a responsibility to consider the cross curricular aspects of this area and will continue to raise this, as appropriate, through school visits and curriculum discussions with school staff.</p> <p>The Council will commission more Educate and Celebrate training events in the spring term.</p>
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<p>Recommendation Three</p> <p>Continue to work with Headteachers, school governors and other school leaders to ensure that there is effective leadership and robust policies in place that enable schools to meet statutory equality duties, support LGBTQ+ inclusivity and have appropriate safeguards to monitor and tackle homophobic, biphobic and transphobic bullying or discrimination;</p>	<p>Response</p> <p>The Mayor and Deputy Mayor Bramble wrote to all Hackney Headteachers in April to offer the Council's full support in delivering inclusive relationship and sex education in schools, and supporting and celebrating all of Hackney's communities.</p> <p>Hackney Learning Trust's Leadership & Management Advisers provide a range of support to Hackney's headteachers and school leadership teams. Equality issues are central to this work through ensuring schools are aware of statutory responsibilities, including safeguarding and tackling discrimination. The School</p>
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	<p>Improvement Team are available to support schools in this work. A model equalities policy and behaviour policy will be available.</p> <p>In addition, the Behaviour & Wellbeing Forum (a termly school led meeting between HLT managers and pastoral deputy headteachers) and the WAMHS (Wellbeing & Mental Health in Schools) project also consider and review how to best support young people in the borough. The Scrutiny Commission findings & recommendations regarding support for LGBTQI+ pupils in schools in Hackney will be referred to these meetings for consideration and discussion. There will be a briefing for Headteachers and Governors at the Director's Briefing and termly Headteachers' Briefing.</p>
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<p>Recommendation Four</p> <p>For schools to provide a safe and positive space for teachers to meet with children and young people who may be questioning their gender identity or raise concerns about homophobic, biphobic and transphobic bullying;</p>	<p>Response</p> <p>As set out above, the Behaviour & Wellbeing Forum and the WAMHS project are well placed to consider and review how to best support young people in the borough, including support for LGBTQI+ young people. The Commission findings will be referred to these meetings for consideration and discussion.</p> <p>Hackney Learning Trust will also raise awareness of the Scrutiny Commission's report and recommendations with schools regarding the need to provide opportunities for a safe space for students in school through the bi termly Leadership Update to Headteachers and Chairs of Governors.</p>
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<p>Recommendation Five</p> <p>The need for integrated advice, guidance and support for LGBT+ children and young people across Hackney.</p>	<p>Response</p> <p>This recommendation will be picked up within the Young Hackney Service Offer. Young Hackney will explore how Information, Advice and Guidance (IAG)</p>
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can be embedded across teams and services, as well as how to improve communication across the wider partnership.

The Health & Wellbeing Team have integrated LGBTQI+ advice and guidance into all of the PSHE/Relationship & Sex Education (RSE) sessions they offer, as well as offering more bespoke sessions to all 5-19 years old (25 for Special Educational Needs & Disability (SEND)) in Schools (including Virtual Schools), Hackney Hubs and other youth settings, these include:

- § Homophobia & Bullying
- § Gender Roles & Normativity
- § Sexuality & Gender

These subjects have also been delivered as professionals training to teachers, foster carers, and parents. The Health and Wellbeing Team will be rolling out a programme of training to all of Young Hackney, and subsequently as part of the wider Children and Families training programme.

In the past the Health and Wellbeing Team has supported LGBTQI+ young people in schools, colleges and youth hubs with projects; such as an LGBTQI+ exhibition at the Hackney Museum, making flags to carry on the London Pride March, as well as running trips to places of interest for the LGBTQI+ Community. Cllr Bramble has also joined staff to speak to pupils about homophobic bullying in schools. Future projects and activities will be informed by the views of LGBTQI+ young people.