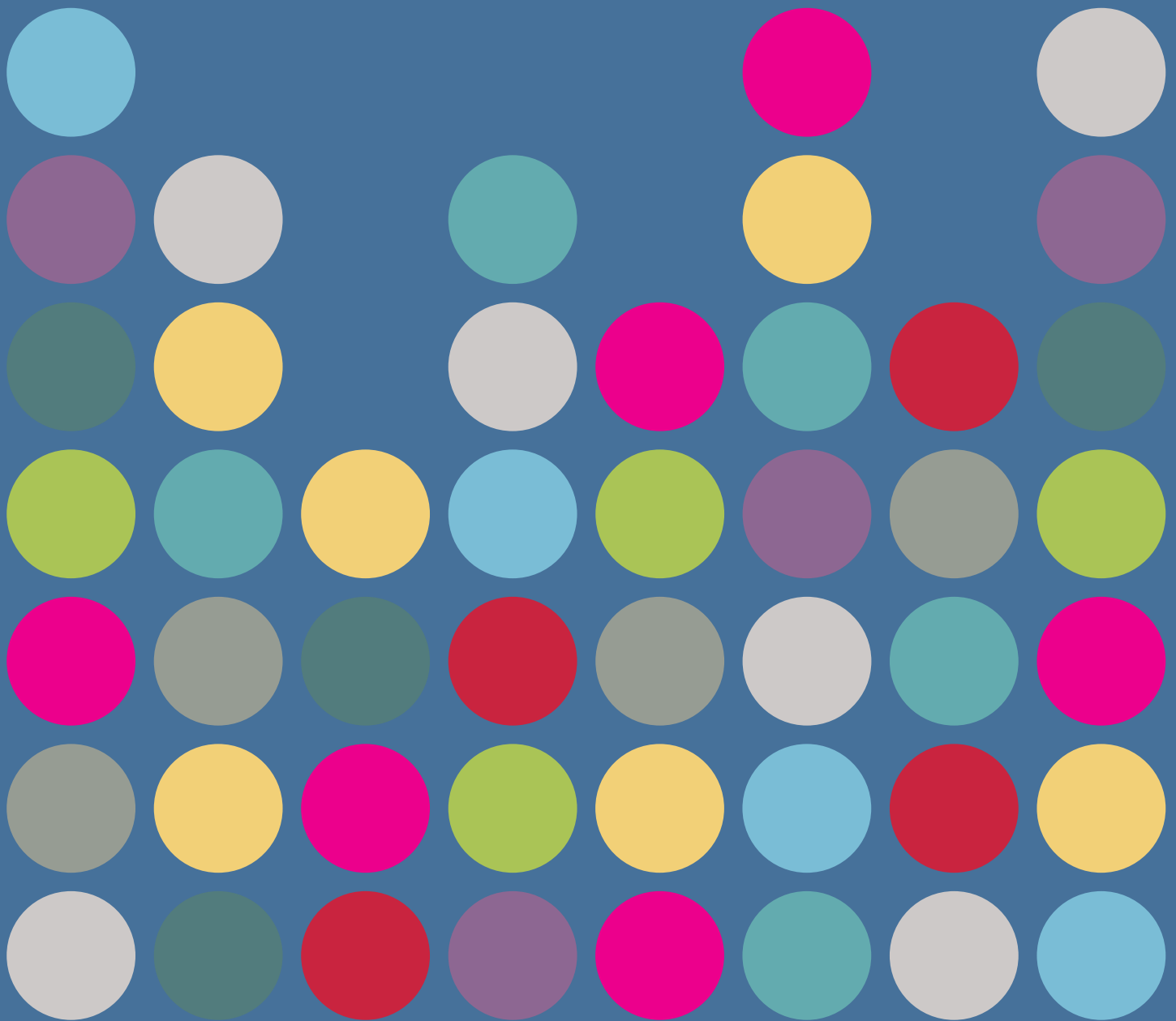


Stonewall Education Equality Index 2011

Preventing and tackling homophobic bullying in Britain's schools



Written by Camara Chambers

Designed by Lucy Ward

Stonewall Education Equality Index 2011



I am delighted to introduce the first Education Equality Index, which represents the best work of local authorities from all over the country in preventing and tackling homophobia in schools.

Participating in the Index demonstrates the importance all these local authorities have placed on working to improve the school life of all young people and is a powerful way of showing the commitment of councillors and officers to working towards the eradication of homophobia from their schools.

Local authorities are uniquely placed to have a significant impact on the lives and well-being of young people in their areas, through their work with schools and youth services. They provide much-needed support for heads, governors and teaching staff and our Top Ten in particular have made a measurable difference.

This work doesn't just help local authorities comply with their new obligations under the 2010 Equality Act. It helps make a real difference to the lives of all young people.

A handwritten signature in black ink that reads "Ben Summerskill". The signature is stylized, with the first name "Ben" being more prominent and the last name "Summerskill" written in a cursive-like script.

Ben Summerskill
Chief Executive

Stonewall Top Ten Local Authorities

The following are Stonewall's Top Ten local authorities in England and Scotland for preventing and responding to homophobic bullying in schools in 2011. These local authorities have scored the highest in Stonewall's Education Equality Index designed to measure their anti-homophobic bullying provision and have demonstrated their good practice with supplementary evidence.

- 1 Cambridgeshire County Council
- 2 Brighton & Hove City Council
- 3 London Borough of Waltham Forest
- 4 Sheffield City Council
- 5 Birmingham City Council
- 6 Hertfordshire County Council
- 7 Hull City Council
- 7 Bristol City Council
- 9 London Borough of Brent
- 10 Oxfordshire County Council



“The Coalition Government set out in the Schools White Paper its commitment to tackling all forms of bullying in schools – and tackling homophobic bullying is a top priority. Stonewall's Education Equality Index is a helpful tool for local authorities to benchmark their progress in tackling and preventing homophobic bullying so that all lesbian, gay and bisexual pupils can reach their full potential at school and be taught in a safe and stress-free environment.

Nick Gibb MP Schools Minister, Department for Education

“I am very proud that Cambridgeshire has achieved the highest ranking in Stonewall's first Education Equality Index. The Local Authority regards preventing and tackling homophobic bullying and making its schools a safe place for all pupils irrespective of their sexuality to be an essential component of our work with schools and young people.

We've benefited from being a member of the Stonewall Education Champions programme since 2008. This has sharpened our focus on LGB issues and given us and our schools access to excellent resources and sources of support. This membership, coupled with the strong partnership the Local Authority has with SexYOUality, our local LGB young people's charity, has resulted in some innovative and powerful work in schools and with young people which has had significant impact. Evidencing the Index has helped us identify what has really made a difference and the areas we have for further development.

Councillor Nick Clarke Leader, Cambridgeshire County Council

The Measures of Success

Invitations were extended to the 149 English local authorities and the 32 Scottish local authorities to participate in Stonewall's first Education Equality Index. 35 leading local authorities from across England and Scotland entered, making it a highly competitive benchmarking exercise. Together they cover over 6,000 primary, secondary and special schools.

As well as celebrating and publicising good practice and providing a means of measuring the progress of local authorities and schools, the Index is intended to serve as an agent for change – encouraging local authorities who wish to develop their own good practice further.

The Index measures practice as well as policy, and includes questions over three areas, allowing local authorities to benchmark themselves externally against others and to improve their score year on year. The three areas, with sample questions, are:

The role of the local authority

- Does the local authority explicitly state in a written document that schools must prevent and tackle all forms of bullying, including homophobic bullying?
- What measures are in place in the local authority to keep policies, practices and procedures updated in regards to anti-bullying (including homophobic bullying) legislation, policy, guidance and inspection?

Working with your local schools

- Has the local authority carried out a survey of young people and their experiences of bullying, including homophobic bullying?
- Has the local authority identified one or more good practice schools that can share their experiences and expertise with other schools in the local authority?

Working with your local community

- Does the local authority involve young people in anti-bullying work and specifically include homophobic bullying?
- Does the local authority provide secondary schools and young people with information about local and national lesbian, gay and bisexual support services/youth groups?
- Does the local authority work with public or private sector services, such as the police, health services or voluntary sector to prevent and tackle bullying in schools?

What a good local authority looks like

Inclusive policies that drive change 100 per cent of the Top Ten have a policy which is promoted to all schools that explicitly states that schools must prevent and tackle homophobic bullying. The Top Ten are twice as likely to highlight the use of homophobic language and the derogatory use of the word 'gay' in their policy.

Good practice local schools are central to their progress Each of the Top Ten have identified good practice schools and are working closely with them to share their experiences with other schools which are keen to address homophobia.

Growing numbers of fully-trained teachers have the confidence to address homophobia when they see or hear it in the classroom All of the Top Ten have provided teacher training on homophobic bullying for their schools.

Schools with fully inclusive curriculums 100 per cent of local authorities in the Top Ten are aware that some of their secondary schools address lesbian, gay and bisexual issues in the curriculum and some of their primary schools talk about different families.

Partnership work with other local services to tackle the issue Every local authority in the Top Ten works with private or public services such as the police and health services to prevent and tackle homophobic bullying in schools.

Education Champions leading the way Local authorities which have been working with Stonewall through its Education Champions programme on average scored 26 per cent higher than those who aren't part of the programme.

Young people are at the heart of anti-bullying work All of the local authorities in the Top Ten involve young people in their work to prevent and tackle homophobia in schools.

Celebrate success and progress Every local authority in the Top Ten has used national or local media to celebrate their achievements in addressing homophobia.

Working groups include homophobic bullying 7 of the Top Ten have a specific anti-homophobic bullying working group that focuses on incorporating homophobic bullying into all their anti-bullying work. The remaining 3 have a regular item on their anti-bullying working group agenda.

Ensuring young people are well-informed 8 of the Top Ten have provided their secondary schools with information about local and national LGB groups and organisations like Stonewall to ensure students are informed about where they can go for support and information.

Case Study **Cambridgeshire County Council**

Cambridgeshire leads the way in challenging homophobia in schools. With a solid base of specifically inclusive policies, coupled with outstanding practical work in schools to address homophobic bullying, Cambridgeshire continuously ensures that their schools are encouraged and supported in their anti-homophobic bullying work. Their close relationship with local charity, SexYOUality, has strengthened their outreach and enabled more direct work to be done with schools.

In February 2009, Cambridgeshire's Equality and Diversity Strategy group hosted a county-wide conference 'Challenging Homophobia in our Communities' which local authority staff and school staff attended. The conference was supported by a senior officer of the Council, and included a keynote address from Stonewall's Education Officer. The day featured a number of good practice workshops, including one run by young people, delving further into issues surrounding homophobic bullying such as monitoring and reporting homophobic incidents, and faith and sexuality.

Cambridgeshire recognises the value of using outside experience and external agencies in driving change and has had lesbian, gay and bisexual role models visit their schools to work with students such as actor and writer Rikki Beadle-Blair. Also, through Stonewall's Education Champions programme Sir Ian McKellen visited two secondary schools in 2010.

Despite covering 238 schools, Cambridgeshire has managed to significantly progress their work on homophobic bullying across the county through a close partnership with SexYOUality. The Cambridge-based charity has 14 years' experience working with lesbian, gay and bisexual young people, and has worked with the Council's Race Equality and Diversity Service developing schools' work and anti-homophobia resources over the past six years.

Finally, Cambridgeshire County Council has made an active effort to ensure young people's involvement in all the work they do. Students from a local college ran workshops on homophobia in a primary school during Anti-Bullying Week and young people have been involved in the Council's training for school staff. SexYOUality's youth group created postcards around positive images of lesbian, gay and bisexual people which secondary schools use to promote equality and diversity.



Case Study Brighton & Hove City Council

Having established an LGBT Anti-Bullying Working Group five years ago, Brighton & Hove has recognised the need for homophobic bullying to be seen as a priority for some time. The Council also has a long history of including LGB issues in training and the curriculum and impressively created a secondary PSHE resource back in 2000. Since then, Brighton & Hove has moved from strength to strength, currently working with a range of good practice schools and involving young people from local group Allsorts in their anti-homophobia work.

In 2008, Brighton & Hove recognised the need to address homophobic language and the pejorative use of the word 'gay' in schools and in the community. The booklet 'Safe spaces for all children and young people – challenging homophobic language' was consequently produced for all adults working with children and young people in Brighton & Hove primary, secondary and special schools and in youth and community settings. A letter was sent to all Brighton & Hove schools from the Director of Children's Services supporting the leaflet and reminding them that homophobia needs to be challenged.

More recently several primary schools have contacted the Council to gain training and advice on how to tackle homophobic bullying through celebrating different families and tackling homophobic language. Many primary schools have now embedded this work into the curriculum and their school ethos.

Brighton & Hove recognises the importance of having local data on levels of homophobic bullying. They included homophobic bullying in an annual anti-bullying survey, and are aware of how it compares to other forms of bullying. Brighton & Hove presents the data to Head Teachers, Behaviour and Attendance leads, PSHE and Healthy Schools Coordinators and the LGBT Anti-Bullying Working group to encourage discussions around what can be done to address and lower levels of bullying.

The Council truly understands the importance of ensuring young people are at the heart of work that affects them and so often collaborates with young people from Allsorts Youth Project, a charity in Brighton that works to raise awareness and facilitate the creation of safe and supportive environments for LGBT young people in the wider community. The young people have contributed to staff training, development of training materials and resources, and provide training to peer mentors and school councils in Brighton schools.



Case Study **London Borough of Waltham Forest**

The London Borough of Waltham Forest is recognised as a local authority which has made great strides forward in addressing the issue of homophobia through original and innovative methods. As well as having a strong foundation of inclusive policies and practices, the local authority have produced materials for schools for LGBT History Month, facilitated joint work with school councils around challenging homophobia and used performing arts as a tool to raise awareness around the topic.

The Council has ensured their school staff have numerous opportunities to receive training on homophobic bullying. As part of the dissemination of their Anti-Bullying Guidance, which included homophobic bullying, schools were provided with training to understand how the guidance should be used and how it works in practice. In 2011, Waltham Forest held a youth-led anti-bullying conference which included workshops for staff delivered by an Emotional Health and Well Being consultant. Work has taken place with other organisations to deliver free training sessions to schools and local authority staff on 'Tackling Homophobia in Schools'.

In order to ensure schools include homophobic bullying and all other forms of bullying in their anti-bullying policies, the Council carries out regular audits ensuring that the various forms of bullying are named and

distinguished in the policy. Schools are supported in consulting with their students around their anti-bullying policies and feedback is given on how the policies can be improved.

Waltham Forest took their anti-bullying work one step further when they re-created the internationally renowned play 'The Laramie Project' with 22 students from across six local secondary schools. The play follows the reaction of the community of Laramie, Wyoming, USA to the murder of a young gay student in October 1998. The students worked together to design, produce and deliver the acclaimed play which, after being performed at an arts centre in central London, was performed in local schools as part of an entirely youth-led workshop to tackle the issue of homophobic bullying. They were invited to speak about their work at the Safeguarding London's Children Conference to highlight the good practice and have been sharing their work nationally.



Recommendations Steps towards further success

1

Acknowledge and identify the problem

Ninety per cent of secondary school teachers and more than two in five primary school teachers say pupils experience homophobic bullying, name-calling or harassment in their schools (*The Teachers' Report*, Stonewall, 2009). Local authorities should acknowledge that homophobic bullying and language occurs in schools and take appropriate steps to prevent and respond by ensuring that it's included in all their anti-bullying work.

2

Develop policies and ensure all schools are aware of them

In schools that say homophobic bullying is wrong, gay young people are 60 per cent more likely not to have been bullied (*The School Report*, Stonewall, 2007). Local authorities' anti-bullying strategies should set an example by explicitly stating that schools must tackle all forms of bullying including homophobic bullying and language, and the strategies should be promoted to all schools.

3

Send a clear message from the local authority

Most schools and their staff have the skills to prevent and tackle homophobic bullying but want to know they will be supported by the local authority. Ensure all schools know the local authority's stance on homophobic bullying and that it is treated just as seriously as any other form of bullying.

4

Address staff training needs

Nine in ten teachers and non-teaching staff at secondary and primary schools have never received any training on how to prevent and tackle homophobic bullying (*The Teachers' Report*, Stonewall, 2009). Local authorities should ensure that their staff who are involved in anti-bullying work and school staff receive training to help them prevent and respond to homophobic bullying and support lesbian, gay and bisexual pupils. Stonewall's *Spell It Out* DVD for secondary school staff, and *Celebrating Difference* DVD for primary school staff are useful teacher training resources that many local authorities use.

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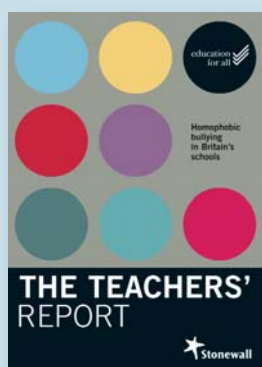
Provide information and support

Schools should ensure that pupils have access to support and information by, for example, making resources available in school libraries and ensuring internet access to safe websites. Local authorities can play a key role in signposting to organisations like Stonewall who are able to provide information to schools and gay students. Stonewall's Information Service – 08000 50 20 20 – offers information and signposting on a number of topics including local LGB groups, homophobic bullying and education.

Further Resources www.stonewall.org.uk/educationresources



The School Report: the experiences of young gay people in Britain's schools (2007)



The Teachers' Report (2009) YouGov polling of over 2,000 primary and secondary school staff about homophobic bullying



Different families: the experiences of children with gay parents (2010)



Education Guides – Challenging homophobic language; Supporting lesbian, gay and bisexual young people; Including different families; Working with faith communities



Different Families posters

6

Integrate sexual orientation into the curriculum

Three quarters of young gay people who experience homophobic bullying have never heard lesbian, gay and bisexual people or issues discussed in school (*The School Report*, Stonewall, 2007). Schools need to consider ways in which sexual orientation can be integrated into the curriculum in a positive and constructive way which enables pupils to understand and respect difference and diversity. Secondary schools often use Stonewall's *FIT* DVD and *Oh no! Not the Gay Thing!* Primary schools can use Stonewall's *Including Different Families* education guide for lesson ideas and tips.

7

Use outside experience

Local authorities should work with external bodies such as Stonewall's Education Champions programme, LGB charities, the police service and local youth workers who can help schools prevent and tackle homophobic bullying.

8

Start early

All children need to be prepared for life in 21st century Britain. Local authorities should encourage primary schools to use opportunities in circle time to talk about difference and different families to ensure all children, including those with gay parents, feel included and know it's ok to be different. Stonewall's *Different Families* posters can be used to create inclusive lessons around families and relationships.

9

Don't make assumptions

Not all pupils are or will grow up to be heterosexual and not all pupils' parents, carers or family members are heterosexual. Furthermore, not all those who experience homophobic bullying will be gay. Local authorities should encourage schools to remember that everyone and every family is different and that many young people will have gay family members and friends. Stonewall's report *Different Families: The experiences of children with gay parents* is an insight into the experiences of 82 children and young people from age 4 upwards who have same-sex parents.

10

Celebrate achievements

Acknowledge and celebrate progress so that all schools, local groups and the community know and understand the progress that is being made in the local authority's efforts to prevent and tackle homophobia and homophobic bullying.



Celebrating Difference
Challenging Homophobia
in Primary Schools
28 minute primary
school staff training DVD

Book lists for Primary and Secondary schools
Books which can be used as part of the curriculum

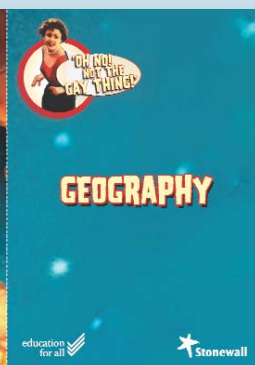
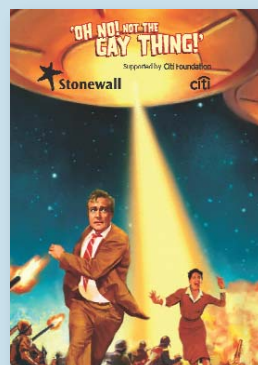
Secondary school film list A selection of films for young people who are thinking about sexual orientation issues or think they might be lesbian, gay or bisexual



Spell It Out
18 minute secondary
school staff training DVD



FIT DVD
An intelligent, powerful
and entertaining film for
Key Stage 3 and 4
students that tackles the
issue of homophobic
bullying in a culture
where everything from
not liking sport to
wearing the wrong
trainers is 'gay'



'Oh no! Not the gay thing!' a pack with ideas on how to address lesbian, gay and bisexual issues throughout the curriculum

Some People Are Gay. Get Over It! posters, postcards and stickers



Education Champions Programme

Work with Stonewall and improve

Our Education Equality Index is the definitive benchmarking tool from which we publish Stonewall's list of the local authorities with the best anti-homophobic bullying provision.

We help local authorities to prevent and tackle homophobia and homophobic bullying in their schools through our Education Champions programme. Over 50 local authorities across Britain now work with us and each other to establish ways in which they can address homophobic bullying and promote a safe and inclusive learning environment for all young people.

The Public Duty introduced by the Equality Act requires that every public body has a duty to eliminate discrimination, advance equality of opportunity and foster good relations. Being part of the programme helps local authorities to comply with the Act by actively tackling issues related to sexual orientation and protecting those who may be subjected to homophobia.

Members benefit from a detailed feedback and action planning meeting following the Education Equality Index results. Further benefits include a named Stonewall contact for support and guidance, free access to exclusive good practice seminars and use of the Stonewall Education Champions logo to publicly demonstrate their commitment to preventing and tackling homophobic bullying.

At £1500 per annum (£1250 for existing Stonewall Diversity Champions), being a member of Stonewall's Education Champions programme is a cost-effective way to demonstrate your commitment to tackling homophobic bullying in your local schools. To find out how Stonewall can help you, please get in touch.

Congratulations to all the local authorities who took part in this first Education Equality Index; it has clearly demonstrated that the issue of equality for all our young people remains a high priority for the education sector and we welcome the work done by you all.

I would also like to thank The Monument Trust and the Esmée Fairbairn Foundation for their support of the Education Champions programme.

A handwritten signature in black ink that reads 'Alastair Tallon'.

Alastair Tallon
Education Director