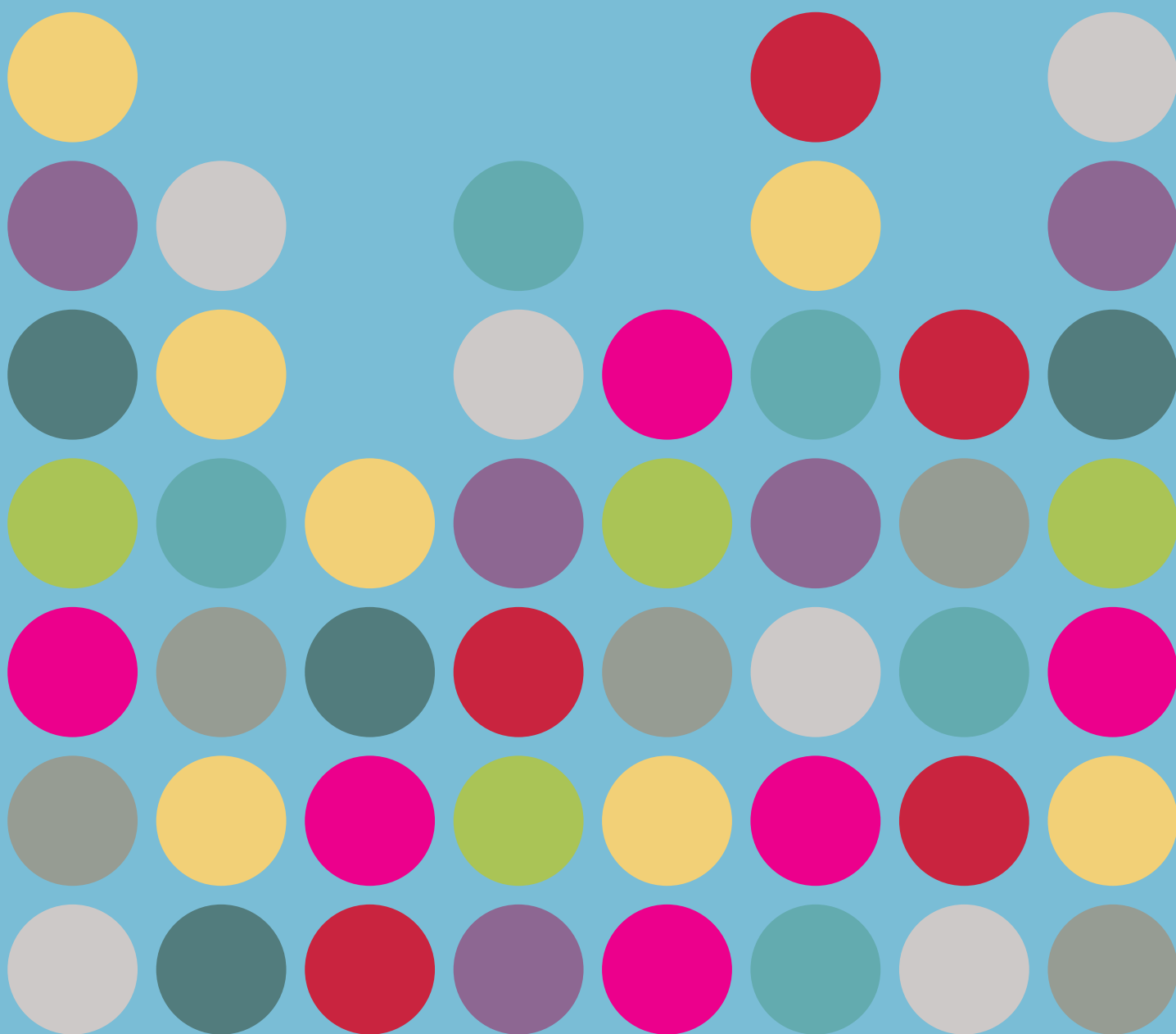


# Stonewall Education Equality Index 2012

Celebrating difference and preventing and tackling  
homophobic bullying in Britain's schools



# Stonewall Education Equality Index 2012



I'm delighted to introduce the second Stonewall Education Equality Index which represents the best performing local authorities from across England, Scotland and Wales at celebrating difference and preventing and tackling homophobic bullying in our schools.

Taking part in the Education Equality Index demonstrates the clear commitment of these local authorities to making sure all young people are able to learn in an environment free from bullying, in an atmosphere that fosters respect and dignity. It also provides extensive evidence of the excellent work that both officers and councillors are doing to combat homophobia in their schools.

Local authorities continue to play a strong strategic role in promoting educational excellence, and remain at the heart of youth service provision. They play a vital role in improving the well-being and outcomes for all the young people in their areas, as well as supporting school staff and governors to develop their skills to confidently challenge homophobia.

This is the second year of the Education Equality Index with 40 local authorities from across England, Scotland and Wales entering. Nineteen of these 40 local authorities submitted entries in both 2011 and 2012, with their scores increasing by an average of 20 per cent. Stonewall has worked with each of these local authorities, as part of our Education Champions programme, identifying the strengths and weaknesses from their 2011 submissions, to deliver improved, measurable outcomes for all of them.

Congratulations are due to all of the local authorities that entered the Index, but particularly those in our Top Ten. They are at the cutting edge of promoting an environment in schools in which homophobic bullying is not tolerated. They serve as excellent examples from which others can learn.

A handwritten signature in black ink that reads "Ben Summerskill".

Ben Summerskill Chief Executive

# Stonewall Top Ten Local Authorities

The following are Stonewall's Top Ten local authorities in England, Scotland and Wales which are best at celebrating difference and preventing and tackling homophobic bullying in schools in 2012. These local authorities have come top in Stonewall's 19-question Education Equality Index, and have been able to demonstrate their good practice with supplementary evidence. They show that success really can be achieved anywhere, no matter where a local authority is in the country, no matter whether it is classified as rural or urban, no matter what the controlling political party is.

- 1 Brighton and Hove City Council
- 2 Cambridgeshire County Council
- 3 Birmingham City Council
- 4 Hertfordshire County Council
- 5 Sheffield City Council
- 6 Cardiff Council
- 7 London Borough of Camden
- 8 London Borough of Tower Hamlets
- 9 Oxfordshire County Council
- 10 Derbyshire County Council

This year's most improved local authority is  
**Essex County Council**



“The Coalition Government takes a strong line against all forms of bullying in schools, but particularly homophobic bullying. No child should have their childhood or education blighted because of their sexual orientation or because they are perceived as different. Stonewall's Education Equality Index helps to highlight good practice and is very welcome indeed.

**Nick Gibb MP** Schools Minister, Department for Education

“I am incredibly proud that Brighton and Hove City Council is the top local authority in Stonewall's Education Equality Index; it is recognition of the hard work and commitment of all our city's schools. In completing the Index we are saying very clearly that we want to make a positive difference to our young lesbian, gay, bisexual and trans citizens and indeed to the lives of all young people in the city.

I am proud that the first Green-led Council in the UK has continued to invest in the local Healthy Schools Programme and the Stonewall Education Champions programme. We have fought hard to get here and will continue our steadfast work to drive homophobia, biphobia and transphobia from our city's classrooms. **Councillor Phélim Mac Cafferty** Deputy Leader, Brighton and Hove City Council

# Measures of Success

The Education Equality Index is free to enter for any local authority. Every local authority that makes a submission to the Index receives individual feedback from Stonewall. This highlights achievements and examples of good practice as well as identifying future actions to extend the work being done around celebrating difference and preventing and tackling homophobic bullying. Many of the local authorities then work with Stonewall over the course of the year, as part of our Education Champions programme, to meet these actions.

This year, 40 leading local authorities from across England, Scotland and Wales entered, making it a very competitive benchmarking exercise.

The Index measures practice as well as policy, and includes 19 questions across three areas. This enables local authorities to assess their performance, to benchmark their own progress year-on-year and to see how they compare to others. 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 tackle all forms of bullying, including homophobic bullying?
- Does the local authority state in a written document that schools must tackle discriminatory language, including homophobic language?
- Does the local authority provide anti-bullying training, which includes training on preventing and tackling homophobia and homophobic bullying, to school governors and staff (both teaching and non-teaching)?

## **Working with local schools**

- Does the local authority provide guidance to schools to record and monitor incidents of bullying, including those of homophobic bullying?
- Has the local authority identified one or more good practice primary and secondary school that can share their experience and expertise on celebrating difference and preventing and tackling homophobic bullying with other schools?

## **Working with the local community**

- Has the local authority taken action to link up with lesbian, gay and bisexual groups or youth groups that provide support for schools and individuals on how to tackle bullying?
- Does the local authority work with public or private sector services, such as the police, health service or voluntary sector, to prevent and tackle homophobic bullying in schools?
- Has the local authority been involved in, or otherwise supported, anti-bullying conferences or events which have included activity around homophobic bullying?

# What does a good local authority look like?

**Inclusive policies which guide change** 100 per cent of the top performing local authorities have a written document which explicitly states that schools must prevent and tackle homophobic bullying. All stress that schools must tackle homophobic language and the derogatory use of the word 'gay'.

**Discussion of homophobic bullying** Every leading local authority has a working group at which homophobic bullying is discussed. For eight of them, homophobic bullying is discussed as a standing item on the group's agenda.

**Anti-homophobia training offered to local authority and school staff as well as governors** The best local authorities have offered training to local authority staff who work directly with children and young people, teaching and non-teaching staff in schools, as well as school governors to prevent and tackle homophobia and homophobic bullying.

**Recording and monitoring homophobic bullying** Nine of the Top Ten offer guidance to schools as to how to record and monitor incidents of homophobic bullying and language.

**Benchmarking through the Education Equality Index improves local authority performance in preventing and tackling homophobic bullying** Local authorities that entered the Index in 2011 and 2012 scored, on average, 20 per cent higher in 2012.

**Schools with fully inclusive curriculum** All the top performing local authorities have provided guidance to secondary schools to address lesbian, gay and bisexual issues in the curriculum and to primary schools to talk about different families.

**Young people at the heart of anti-bullying work** Eight of the Top Ten authorities involve young people in their work to prevent and tackle homophobic bullying, and the remaining two are planning to include young people in this work.

**Working in partnership with other local services** All of the leading local authorities work with a range of private and public organisations, such as the police, health service and charities, to prevent and tackle homophobic bullying in schools.

**Good practice local schools** Every top performing local authority has identified good practice primary and secondary schools, and are working closely with them to share their experiences in celebrating difference and preventing and tackling homophobic bullying with other schools.

**Education Champions leading the way** All have worked with Stonewall over the past year as part of the Education Champions programme.



# 1 Brighton and Hove City Council

## Top performing local authority

Brighton and Hove City Council leads the way in celebrating difference and challenging homophobia in schools. It has prioritised work around homophobic bullying for some time, and this commitment was reinforced in preparation for the implementation of the new Equality Act and the new Ofsted inspection framework. As well as having a strong foundation of inclusive policies and practices, Brighton and Hove's partnership work, particularly with its good practice schools and the Allsorts Youth Project, is exemplary.

Responding to the changing environment in which it operates, the Council has established a broader alliance of partners to develop work around anti-bullying, including homophobic bullying. It is developing a 'Brighton and Hove Commitment to Anti-Bullying and Equalities' for a range of partners to sign up to, and an Equalities Exemplar Policy for schools to adapt to suit their individual circumstances.

Brighton and Hove recognises the value of regularly collecting data from its young people. Homophobic bullying is included in its annual primary and secondary

school anti-bullying survey, allowing comparisons to be made with other forms of bullying. Key Stage 4 students are asked about their sexual orientation, with responses cross-tabulated, so that schools have additional evidence of the experience of lesbian, gay and bisexual young people in their communities. The data is presented to, and discussed with, Head Teachers, Behaviour and Attendance leads, PSHE and Healthy Schools Coordinators, and the Anti-Bullying and Equalities Strategy Group. It is also used by commissioners to inform policy decisions.

The Council has continued to recognise the importance of involving young people in its work around homophobic bullying. The Allsorts Youth Project was set up in 1999 as a charity with the aims of supporting and empowering LGB & T young people. In collaboration with the Council, young people from Allsorts have delivered training to peer mentors, local authority and school staff, provided anti-homophobic bullying sessions in secondary PSHE lessons, and contributed to the development of resources. Allsorts is also a member of the Anti-Bullying and Equalities Strategy Group.



“We completed the Index as a method for auditing and developing our practice and to achieve public recognition for the effective partnership working between schools, Allsorts Youth Project and the Council. Our biggest achievement over the last year has been to build on good practice we had already developed and embed this into work under the Equality Act, Healthy Schools and the Behaviour and Safety theme of the Ofsted Inspection framework, and to extend it to children and young people with issues related to gender identity. The addition of a sexual orientation monitoring question in our annual Safe and Well School Survey has also given us powerful insights into the potential vulnerabilities of young people identifying as lesbian, gay, bisexual and unsure group and improve support for them within and outside of schools. Sam Beal, Brighton and Hove City Council

## 2 Cambridgeshire County Council

Cambridgeshire County Council is consistently recognised as one of the country's leading local authorities for celebrating difference and challenging homophobia in schools. Cambridgeshire provides its schools with an impressive array of practical support via a broad range of policies and practices which stress the imperative of preventing and tackling homophobic bullying. The schools that demonstrate good practice have received national recognition and the Council's long-standing partnership with local charity SexYOUality has extended the capacity to work with schools, and with young people.

Cambridgeshire's policies and guidance documents have been updated to fully reflect recent changes in legislation as well as the new Ofsted inspection framework. The Council produces guidance for schools to record, monitor and regularly report incidents of homophobic bullying and language to the local authority, advising school leaders and governors that such an undertaking is good practice and evidence of showing 'due regard'.

The Council's Race Equality and Diversity Service (CREDS) provides a range of training around homophobic bullying to primary and secondary school staff. CREDS has also participated in external events, for example: delivering training on dealing with homophobic incidents at the Secondary Eastern Region Graduate Trainee Programme's annual conference and presenting on 'Celebrating Difference, Challenging Homophobia' at Peterborough City Council's Equalities Conference for Head Teachers and Chairs of Governors, which included showing extracts of Stonewall's primary staff training *Celebrating Difference* DVD. In partnership with CREDS, SexYOUality, the local charity working with lesbian, gay and bisexual young people, has devised a package of support and training for secondary schools and has contributed to a number of anti-homophobia resources.

The Council ran a county-wide conference for school leaders in January 2012, focusing on the Equality Act 2010. It featured workshops on how to celebrate difference and combat homophobic bullying in primary schools, led by Stonewall and the head teacher of a local good practice primary school which was recently recognised by Ofsted for this work.



“Our submission to the Stonewall Equality Index in 2011 helped us to identify the wide range of activities in schools and our communities that successfully challenged homophobia and supported LGB young people. It also enabled us to make a coherent plan for 2012. We were keen to repeat the exercise as the Index is an excellent self-evaluation and planning tool. It also provides the local authority with strong evidence of showing 'due regard' for the public sector equality duty. Our biggest achievements this year have been both general and specific. The Stonewall primary *Celebrating Difference* DVD and pack have formed part of all our equalities training this year and they are a fabulous resource. On a more personal note, a sixteen-year-old girl joined SexYOUality's 16+ youth group this year. She said she has been waiting to join since the charity ran a workshop with her class when she was in Year 6! Bethan Rees, Cambridgeshire County Council



### 3 Birmingham City Council

Birmingham City Council has aimed to lead the anti-bullying agenda across the city by creating a positive ethos which values difference and doesn't tolerate bullying of any kind, hence its slogan that 'Birmingham is for everyone'.

As one of the original members of Stonewall's Education Champions programme, Birmingham has demonstrated a long-standing commitment to celebrating difference and preventing and tackling homophobic bullying. Underpinned by a range of inclusive policies and guidance, the Council has an extremely pro-active anti-bullying group, which has published a number of original resources and offers regular training and events on preventing and tackling homophobic bullying.

The Bullying Reduction Action Group (BRAG), Birmingham's strategic inter-agency anti-bullying group, is the focal point from which the Council's work to prevent and tackle homophobic bullying emanates. It has organised a number of training seminars around homophobic bullying for all Council staff working with young people, and published a series of innovative lesson plans produced by a local

assistant head teacher called *Challenging Homophobia in Primary Schools*. BRAG has also supported a series of training sessions for primary teachers around this resource.

In 2011, BRAG surveyed professionals working with young people about their anti-bullying priorities, including questions about homophobic bullying, and organised a cinema-screening of Stonewall's feature film *FIT* for all secondary schools in the city. The film was introduced by one of the city's councillors.

BRAG works closely with Out Central, the local LGB & T youth group, and a number of good practice primary and secondary schools, and it is looking to develop these relationships further. One of the group's members, Healthy Gay Life, produces a newsletter which is sent to all schools highlighting issues around preventing and tackling homophobic bullying and signposting schools to local LGB & T groups and resources. BRAG has also developed an online presence with its *Stop Bullying* website which offers an array of information and support to any young person affected by any type of bullying, including homophobic bullying.

We took part in the Stonewall Education Equality Index in its first year, and again this year. Whilst initially it can appear a bit daunting, it is something I would recommend to any local authority – regardless of whether you think you have done very little or a lot of work in the area of tackling homophobic bullying. For us, it provided an opportunity to reflect on and celebrate our achievements – something that it can be difficult to find time to do, but that is so important for everyone involved. It also helped us to pinpoint the areas where we weren't doing so much and thereby informed our action plan for the coming year. Amanda Daniels, Birmingham City Council



# More good practice

**4 Hertfordshire County Council's** web-based *Grid for Learning* provides teachers with an array of tools to celebrate difference and challenge homophobia in their schools. Guidance, case studies from local good practice schools, lesson plans, resources and details of its *Drawing the Line* anti-homophobia initiative are amongst the many features on this user-friendly tool.

**5 Sheffield City Council**, together with a number of partner organisations, launched the ground-breaking Sheffield LGBT Schools Charter in November 2011, during Anti-Bullying Week. Schools have to demonstrate that they meet a number of criteria to be awarded the Charter at one of three levels: bronze, silver or gold.

**6 Cardiff Council** has developed its *All Together* materials. These include a range of guidance, resources and lesson plans specifically designed for primary schools, based around family diversity and anti-homophobia. The Council also provide training to introduce the materials and support their delivery in schools.

**7 London Borough of Camden** has provided all its schools with extensive information and support packs to help them develop their work on preventing and tackling homophobia and homophobic bullying. The secondary pack includes *Treading on Eggshells*, a DVD produced by Camden LGBT Forum which features interviews with local young people about homophobic and transphobic bullying and its long-term effect.

**8 London Borough of Tower Hamlets** has produced an *Anti-Bullying Resource Pack*. It features an extensive range of tools, from an anti-bullying policy checklist to advice on involving young people in anti-bullying work. It also contains a comprehensive section devoted to preventing and tackling homophobic bullying and a poster on responding to incidents of homophobic language.

**9 Oxfordshire County Council** continues to develop an holistic approach to empowering those working with children, young people and families in tackling homophobia in a variety of settings. Training includes innovative work around the links between homophobia and mental health as well as support for primary, secondary and special school leaders to understand the links between tackling homophobia and Ofsted's requirements for outstanding Behaviour and Safety.

**10 Derbyshire County Council** sends an annual letter, from a senior Council officer, to all its schools highlighting the International Day Against Homophobia (IDAHO). The letter suggests useful resources and signposts schools to external organisations that offer information and guidance on celebrating difference and challenging homophobia. This year, every school was also sent a copy of Stonewall's *Effective school leadership* guide.



# Recommendations **Steps towards further success**

## 1

### **Drive change**

Homophobic bullying of gay pupils is demonstrably lower in schools that explicitly state that homophobic bullying is wrong (*The School Report*, Stonewall, 2012). Ofsted now looks to schools to combat homophobic bullying as part of their inspection framework. Local authorities should make an explicit commitment to tackling homophobic language and bullying and require their schools to do the same, making an overt reference to Ofsted in the guidance they provide to schools.

## 2

### **Identify the challenge and measure success**

Fewer than a third of gay pupils say their school responds quickly to homophobic bullying when it occurs. When young people tell someone about the bullying, in almost two thirds of cases it does nothing to stop it (*The School Report*, Stonewall, 2012). Local authorities should provide schools with guidance to record and monitor all incidents of homophobic bullying and language to identify the extent of the problem and the impact of their strategy to prevent it. Local authorities should encourage schools to share this data to support local benchmarking and collaboration.

## 3

### **Equip your staff and governors**

Nine in ten teaching and non-teaching staff at primary and secondary schools have never received any training on how to prevent and tackle homophobic bullying (*The Teachers' Report*, Stonewall, 2009). Local authorities should make sure that they offer training to all local authority staff who work directly with children and young people, as well as to school governors, senior school leaders, and both teaching and non-teaching staff on challenging homophobic bullying and supporting lesbian, gay and bisexual young people.

## 4

### **Collaborate and share good practice**

Local authorities should facilitate opportunities for schools to support one another in celebrating difference and preventing and tackling homophobic bullying. They should identify good practice in primary and secondary schools and provide appropriate arenas in which they can share their expertise in these areas.

## 5

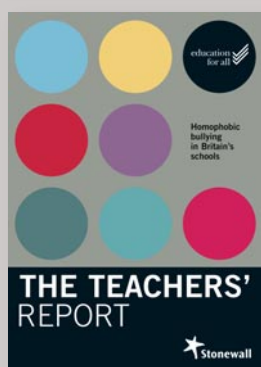
### **Promote a fully inclusive curriculum**

Local authorities should provide local schools with guidance and suggestions on how they can integrate lesbian, gay and bisexual issues across the curriculum. Secondary schools often use Stonewall's *FIT* DVD and the subject-specific ideas from *Oh No! Not the Gay Thing!* Primary schools can use Stonewall's *Including different families* education guide for lesson ideas and tips.

## Further Resources [www.stonewall.org.uk/educationresources](http://www.stonewall.org.uk/educationresources)



*The School Report: The experiences of gay young people in Britain's schools* (2012)



*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 lesbian and gay parents* (2010)



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



*Different Families* posters  
For use in primary and secondary schools

# 6

## Involve young people

Local authorities should encourage schools to involve young people and local lesbian, gay and bisexual youth groups in their anti-homophobic bullying work. Schools should actively involve young people in the design of anti-bullying policies and encourage them to take ownership of anti-bullying initiatives to create an environment in which young people themselves reject and challenge homophobic bullying.

# 7

## Work in partnership

Local authorities should work in partnership with a range of public and private organisations, such as the police, health service and charities as well as local businesses, to support schools in their work to prevent and tackle homophobic bullying and celebrate difference.

# 8

## Involve other services across your local authority

Local authorities have a number of services and spaces that can play a valuable supporting role in tackling homophobic bullying and empowering gay young people, from libraries and youth services to leisure facilities and community noticeboards. Local authorities should offer signposting to relevant local and national organisations which can provide information to schools and lesbian, gay and bisexual students alike.

# 9

## Celebrate success

Local authorities should publicly celebrate the work of those schools that successfully celebrate difference, tackle homophobic bullying and create a supportive learning environment. In particular, local authorities should use local, national and social media to promote these success stories.

# 10

## Use outside experience

Local authorities should use objective measures to benchmark their progress in celebrating difference and combatting homophobic bullying as well as to identify areas for improvement. Local authorities can work with external organisations, such as Stonewall through the Education Champions programme, in order to design anti-bullying strategies and learn from other authorities' work in this area. If you missed out on participating in this year's Education Equality Index, why not take part in 2013?



*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: Tackling homophobia in our schools* 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 subject-specific ideas on how to address lesbian, gay and bisexual issues across 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 unique free benchmarking tool which Stonewall uses to identify the Top Ten local authorities which are best at celebrating difference and preventing and tackling homophobic bullying in their schools. The Index is in its second year with 40 leading local authorities from England, Scotland and Wales entering. Brighton and Hove City Council has been judged to be the best performing local authority in 2012, with Essex County Council judged to be the most improved local authority in 2012.

Every local authority that entered this year's Education Equality Index should be congratulated on the importance they have attached to the work they have done around celebrating difference and preventing and tackling homophobic bullying in their schools.

Stonewall works directly with almost 60 local authorities from across Britain through our Education Champions programme, providing each with tailored support, guidance and professional advice in all the work they do to prevent and tackle homophobia and homophobic bullying.

Local authorities that are part of the Education Champions programme meet regularly with their personal Stonewall contact to draw up action plans and receive additional support in completing their Index submissions. Further benefits include free, twice-yearly good practice seminars, priority access to our acclaimed resources, and Stonewall representation at two local events a year.

Membership costs £1500 a year (£1250 for members of Stonewall's Diversity Champions programme), and is a cost-effective way to demonstrate a local authority's commitment to tackling homophobic bullying in its schools. To find out how Stonewall can help you, please do get in touch with us at [education@stonewall.org.uk](mailto:education@stonewall.org.uk).

We would like to thank The Monument Trust for their invaluable support for the Education Champions programme.

A handwritten signature in black ink, appearing to read 'Wes Streeting', written over a light grey rectangular background.

Wes Streeting Head of Education