

# NASUWT SCOTLAND EQUALITY BULLETIN

## **Guidance on LGBT Inclusive Education**

The Scottish Government has published Guidance on LGBT Inclusive Education for education settings in Scotland.

The guidance reaffirms the National Approach to LGBT Inclusive Education in Scotland and provides key information for schools about education and curriculum, responding to incidents of prejudice-based bullying, and the availability of the national professional learning and resources.

The publication of the guidance fulfils a recommendation made in 2018 by the LGBT Inclusive Education Working Group, of which NASUWT is member, for the Scottish Government to:

*'develop National Guidance which clearly states expectations regarding LGBT Inclusive Education and signposts teachers in any school in Scotland towards supporting resources.'*

Time for Inclusive Education (TIE) has provided a succinct overview which can be accessed here: <https://tie.scot/news/guidance>.

## **LGBT+ History Month**

The theme for 2025 is Activism and Social Change. This LGBT+ history month, why not step up and become more active within your union? Getting active can take a variety of forms. We have plenty of professional learning opportunities available. If you are an NASUWT LGBTI member, why not come along to this year's LGBTI Teachers' Consultation Conference, where you will have the opportunity to engage in the Union's work on LGBTI equality and help shape future policies and processes: [www.nasuwt.org.uk/LGBT+HistoryMonth](http://www.nasuwt.org.uk/LGBT+HistoryMonth).

The STUC LGBT+ Workers' Committee, of which NASUWT is a part, is sharing a new learning resource which highlights the essential ways in which trade union organising and activism have helped make the world a better place for LGBT+ workers and individuals. The purpose is to inspire and create strength in the face of oppression, and the examples highlighted show clearly the hard-won fights of LGBT+ workers and the successes that have come from trade unions placing intersectionality at the heart of their practice: <https://www.stuc.org.uk/equalities-lgbt-history>.

### **Digital Discourse Initiative**

TIE has launched the Digital Discourse Initiative, which is a collaborative project with ISG Global. This free online professional learning course is now available to equip teachers with the knowledge and tools to address issues like online disinformation and hate. Find out more here: <https://tie.scot/news/digital-discourse-initiative-launched-to-counter-the-effects-of-online-hate-in-schools/>

The course can be completed by teachers through <https://www.digitaldiscourse.scot>

### **Anti-Racism in Education**

The 'Anti-Racism in Education Event' on 30 January celebrated the work of the Scottish Government's Anti-Racism in Education Programme (AREP) and its four workstreams:

- Education Leadership and Professional Learning
- Diversity in the Teaching Profession and Education Workforce
- Curriculum Reform
- Racism and Racist Incidents

These groups are seeking to address interrelated challenges in order to embed anti-racism within education, and NASUWT is represented across all four workstreams.

At the event, all education partners were encouraged to make a bold statement of intent, given we all have a collective responsibility to ensure anti-racism work continues. NASUWT commits to eradicate racism by sustaining and promoting anti-racist actions and policies. You can watch NASUWT Scotland Executive Council members pledge their support here:

<https://www.instagram.com/reel/DFdLY3aMTVu/?igsh=Y253eWk0eHcxMHJu>

<https://www.facebook.com/reel/2015819892257676>

In addition to the detailed NASUWT Anti-Racism Action Plan, you can view NASUWT advice on decolonising the curriculum on our website: [www.nasuwt.org.uk/DecolonisingTheCurriculum](http://www.nasuwt.org.uk/DecolonisingTheCurriculum).

There are currently plenty of opportunities to get involved in curricular reform through the Curriculum Improvement Cycle (CIC) and you can sign up to Education Scotland's CIC news bulletin here: <https://ow.ly/JrNK50UKfok>

### **A Conversation with the NASUWT National President**

NASUWT is continuing its work on the Big Conversation on Racial Justice, adopted by Conference in 2021, with a unique opportunity to engage with the National President on anti-racism and how the Union should empower its Black members to be more engaged and active. The National President will share her journey into activism and discuss how to eliminate any barriers to ensure there is greater diversity within our membership.

All Black members are invited to join a one-hour Q&A session via Zoom with Rashida Din on 3 March 2024 at 5pm. If you have not received the registration details via email, please contact the Scotland Centre on [scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk)

### **International Women's Day**

Step forward for International Women's Day 2025 to help Accelerate Action. At the current rate of progress it will take until 2158, which is roughly five generations, to reach full gender parity. You can help make women heard by becoming more active in the Union.

NASUWT is proud to be hosting a Women's Conference Skills event on Saturday 8 March from 10am-3pm. Secure your spot by emailing [\*\*scotland@mail.nasuwt.org.uk\*\*](mailto:scotland@mail.nasuwt.org.uk)

You can also join us for a webinar on 'Women Who Lead: Turning Experience into Action' on Tuesday 18 March.

The event will start at 5pm and will last for about an hour and a half. Registration information will be available on our website shortly ([\*\*www.nasuwt.org.uk/EventsCalendar\*\*](http://www.nasuwt.org.uk/EventsCalendar)) or you can confirm interest by emailing [\*\*scotland@mail.nasuwt.org.uk\*\*](mailto:scotland@mail.nasuwt.org.uk)

### **Women's Health**

Thank you to everyone who completed the Women's Health Survey – the information gained therein will be shared with the Scottish Government to inform the refresh of the Women's Health Plan as well as to inform the Union on campaign priorities moving forward.

Many of the respondents to the survey stated they would be willing to train to be a local Women's Health Champion. An initial meeting with interested members will take place online via Zoom on Tuesday 4 March at 5.30pm. If you would like to get involved or find out more, please email [\*\*scotland@mail.nasuwt.org.uk\*\*](mailto:scotland@mail.nasuwt.org.uk)

### **Neurodiversity Training**

On Friday 21 February, we held a Neurodiversity Awareness Training event for members who identify as neurodivergent, which focused on exploring rights at work and developing skills to self-advocate within your workplace. A separate course aimed at reps will take place on Thursday 13 March 2025. To register, please email [\*\*scotland@mail.nasuwt.org.uk\*\*](mailto:scotland@mail.nasuwt.org.uk)

### **NASUWT Networks**

There are a number of NASUWT Scotland equality networks, including Women; Black; LGBTI; Disabled; and Neurodiversity Support. The primary role of these groups is to enable the quick sharing of information pertinent to NASUWT members. It is also for sharing experiences, posting questions and offering each other support and advice. If you would like to get involved, please let us know by emailing [\*\*scotland@mail.nasuwt.org.uk\*\*](mailto:scotland@mail.nasuwt.org.uk)