

Valuing All God's Children

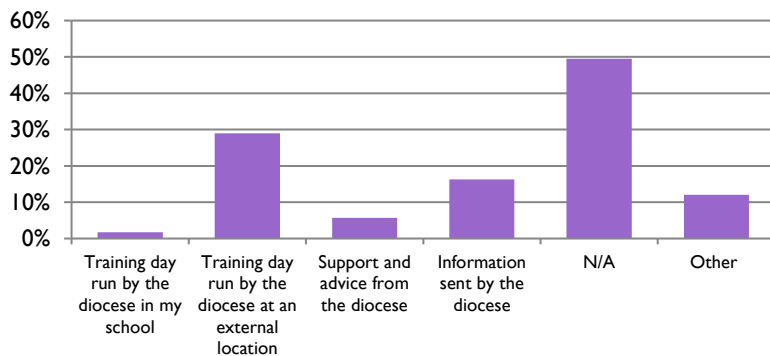
National survey results

In May 2019 we carried out a national survey to evaluate the impact of the Valuing All God's Children guidance document which was published in November 2017.

291 responses representing 6% of all CofE Primary schools and 3% of all CofE secondary schools.

- **95%** of respondents were **aware** of Valuing All God's Children and **89%** of respondents had **read the guidance**.
- **Half** of the respondents had **received training or support from their diocese**.
- **160 respondents** said they had **engaged with an external training provider** – 21 different organisations were mentioned but the biggest training provider is Stonewall.

Diocesan training and support



83% agreed that the guidance was **informative and useful**.

Respondents said that the guidance:

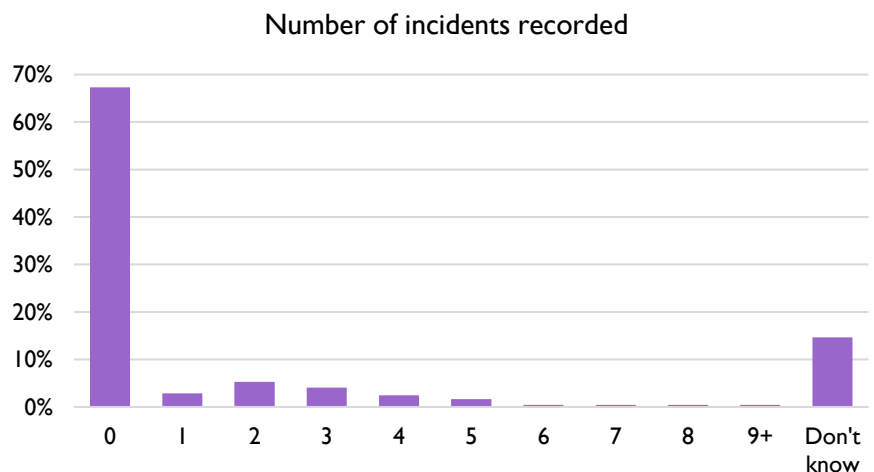
- is clear, easy to follow and informative.
- helps schools review or develop policies.
- raises awareness and understanding.
- gives a clear message of inclusion from the Church.
- helps schools understand how to approach these matters from a Christian perspective.
- validates this work and enables schools to explain the importance of being inclusive.
- provides a conversation starter and helps with parental engagement.
- is up to date with the modern world.

50% of respondents **agreed or strongly agreed** that the guidance had **impacted positively on pupils' wellbeing**.

53% **agreed or strongly agreed** that it has **impacted positively on staff and teachers' confidence** to respond to homophobic, biphobic or transphobic (HBT) incidents.

External training provider	No.	%
Barnardo's	26	16%
Diversity Role Models	1	0.6%
Educate and Celebrate	3	2%
Equalities Primary No Outsiders	5	3%
Gendered Intelligence	1	0.6%
GIRES	1	0.6%
Jigsaw	2	1%
Local authority	15	9%
Mermaids	10	6%
NSPCC	2	1%
Pop 'n' Olly	0	0%
Proud Trust	3	2%
Schools Out	0	0%
Stonewall	107	67%
Other (included: CAMHS, All Sorts Youth Project, Manchester Healthy schools, Just Different, Lancashire LGBT, Tavistock Centre, Anti-bullying Alliance, Beyond Bullying Award.)	16	10%

Schools were asked how many homophobic, biphobic or transphobic bullying incidents they had recorded in the 2017/18 academic year. Nearly **70%** of respondents recorded **zero incidents**, but the comments suggested that one-off incidents, usually homophobic language, do still occur but are not always recorded.



➔ Schools should ensure that **all** incidents are recorded in their incident log.

Respondents were asked what **challenges** they face when trying to tackle HBT bullying and when trying to create an LGBT+ inclusive environment.

50% of answers were about the challenge of **parental and community attitudes**.

Key challenges:

- Reactions, attitudes and views of parents/community members – how to engage effectively with them.
- Pupils not understanding the language they are using or their actions.
- Living in a non-diverse area.
- The influence of social media.
- Knowledge, awareness and confidence of staff.
- Ensuring an age-appropriate approach.
- Balancing faith perspectives with tackling HBT bullying.
- Practical challenges: lack of time, lack of finance and difficulty creating facilities (e.g. appropriate changing or toilet facilities for a trans child).
- Difficulty engaging with governors on this topic.

Some respondents said they faced no challenges because there were no LGBT people in their school/community.

➔ Whether there are known LGBT members of the school community or not, it is vital that all schools have effective anti-bullying policies and procedures in place and that they educate their pupils about diversity and inclusion.

I think this is an outstanding document which the CofE should be praised for producing. It meets the needs of our modern school communities and provides excellent advice. As the only Church school in my community, I have shared it with my community school colleagues who have all commented on its strength. It also empowers school leaders to have difficult conversations in this area.

(comment from survey respondent)