

Stonewall communications in 2019 and 2020 redacted:

From: *****
Sent: 04 December 2020 15:59
To: *****
Subject: RE: Quick question

Thanks very much *****.

Have a good weekend,

From: *****
Sent: 02 December 2020 09:39
To: *****
Subject: Quick question

Hi *****,

Hope you are well.

We are currently writing a resource on LGBT inclusive RSHE and would really like to include a link to the Oxfordshire special schools' resource in it.

Would that be ok?

Thanks,

From: *****
Sent: 27 November 2020 15:00
To: *****
Subject: Your application has been submitted

Stonewall Submit

Dear ,

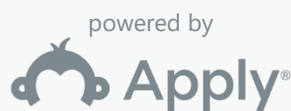
This is to inform you that your application, **0000000006** has been submitted for **CYPS Champions Award** on **27 Nov 2020 02:59 PM (GMT)**.

Thank you



You are receiving this email from [Stonewall Submit](#).

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From: *****

Sent: 25 September 2020 14:05

To: *****

Subject: Stonewall update on new RSHE guidance

Hi,

As you will know, Relationships, Sex and Health Education is becoming statutory in England's schools from this academic year.

The statutory guidance for teaching these subjects – the first in nearly twenty years, and the first update since Section 28 was repealed – can be found [here](#).

This week, the Department for Education published additional, non-statutory [guidance](#) and [training modules](#) for schools.

After reading through this material, you might have some questions about what this means for how best to teach about LGBT people in the schools you support. While we're pleased these materials reiterate the importance of embedding LGBT inclusion throughout this teaching, we're concerned at the lack of detail about *how* schools can do this well, particularly in the confusingly worded guidance about gender identity. We're here to help with that and answer any of your questions.

We've been supporting schools, colleges and local authority children's services for years to create inclusive learning environments, and we've always been clear in [our guidance](#) and [training](#) that teachers shouldn't make assumptions about a child's sexual orientation or gender identity for any reason, including whether or not they conform to gender stereotypes. You can find resources to help schools include LGBT people in their wider environment [here](#), and we'll be adding to these to support this work in due course.

If you have any questions about this new guidance, then please don't hesitate to email.

Best wishes,

From: *****

Sent: 17 September 2020 14:02

To: *****

Subject: RE: Stonewall C&YP Champions submission

Hi *****,

Thanks for your email.

OCC's membership expires at the end of March 2021 and taking part in the award is one of the membership benefits, so there is no additional cost. When it comes to renewal, a year's support costs £950 + VAT, and you can renew for one or two years.

Thanks,

From: *****

Sent: 07 July 2020 16:40

To: *****

Subject: Welcome to Stonewall Submit

Stonewall Submit

Dear 

You have successfully registered for the following site, **Stonewall Submit**, as an Applicant.

You can click on the link below to take you to your Applicant portal.

Thank you,



[Go to site](https://stonewallsubmit.smapply.org/)

If the button is not clickable, please copy and paste this URL into your browser's address bar:
<https://stonewallsubmit.smapply.org/>

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From: *****

Sent: 14 May 2020 10:19

To: *****

Subject: New Stonewall CEO

Hi,

I'm pleased to be able to share some great news from Stonewall as we announce the appointment of our new CEO, Nancy Kelley who will join us on 1 June.

Nancy is currently the Deputy Chief Executive and Director of the Policy Research Centre at the National Centre for Social Research (NatCen). At NatCen, she led a team of over 80 researchers specialising in social issues like health, crime and justice, education, work and income, and has been the lead on revenue growth as NatCen has returned to financial health over recent years.

Nancy is a passionate advocate for social justice and equality, and while at NatCen has worked on public attitudes to LGBT communities, as well as experiences of discrimination and social exclusion across LGBT communities and other disadvantaged groups.

You can read more about her appointment on our [website here](#).

Nancy will be joining us on 1 June which is the first day of Pride month. Supporting Pride this year is more important than ever. As a result of the Covid-19 crisis, LGBT children and young people are facing increased levels of discrimination during this challenging time. On a personal level, LGBT children and young people face additional barriers to seek the care and support they need whilst many find themselves in unsupportive and potentially dangerous situations during lockdown and rates of mental health challenges that are already high, are growing every day. On a broader level, we are seeing people who oppose our mission use this crisis to gain leverage and deprioritise LGBT rights.

It is therefore vital that we all use our platforms to amplify the messages of pride and show our support for the community.

In the next few weeks we will be launching a Stonewall Pride pack giving you the tools and messages to show your support for LGBT children and young people. We will be asking for a donation in return for this pack which will support the work that we do to support the LGBT community, whilst demonstrating to your LGBT children and young people that they are accepted without exception. If you would be interested in supporting us over this pride season, please do let me know and I will keep you updated with further details in the coming weeks.

As ever, if you need any support for any of the work you are doing around LGBT inclusion, please do get in touch.

Best wishes,

From: *****

Sent: 27 April 2020 16:23

To: *****

Subject: Stonewall CYPs Champions award: updated instructions and new submission date

Hi,

Hope this email finds you well.

We've had a lot of queries about the submission process for the Stonewall CYPs Champion Awards in light of the Covid-19 outbreak – thank you for everyone who got in touch. We understand that you need more time to complete

your submission, so we have extended the deadline. The new submission deadline for the CYPs Champion Awards is **Friday 18th December 2020**.

You may remember that we've recently updated our [online submission portal](#). As such, we've produced new instructions detailing how to make your submission which are attached. Also included are some FAQs about the online submission portal and, on the final page, some top tips about how you should complete your submission.

I've also attached the submission criteria, so you don't need to go onto the submission portal to see all the questions.

As ever, if you have any questions, please do not hesitate to get in touch.

Best wishes,

From: *****
Sent: 23 April 2020 10:33
To: *****
Cc: *****
Subject: RE: Early Years training

Hi *****,

Thanks very much for your email.

We don't currently have any Early Years online training, but it is something we are looking to develop in due course. I do have a three hour training that I have developed for Early Years teams/practitioners that I would be more than happy to come and deliver once we are able to do face-to-face training again.

I'd be very happy to look over anything you create, and of course please do feel free to link to any of the Stonewall resources. Some are behind a paywall and ***** has the login for that, so it might be an idea to download them all and put them on an online hub where everyone can access them.

Also it's worth looking at our [Primary Inclusive Curriculum guide](#) which has Early Years content, and most of our lesson plans have content for reception aged children.

Thanks,

From: *****
Sent: 22 April 2020 14:04
To: *****
Subject: RE: Catching up

Thanks for your email *****.

Glad to hear you've been impressed with the resources – we've put a lot of effort into creating them, so it is always lovely to get nice feedback!

On the JR front if you do need anything at all from us, you know where we are. We are very happy to support in any way you need.

Stay safe,

From: *****

Sent: 20 April 2020 10:01

To: *****

Subject: Catching up

Hi *****,

Hope you are well.

I saw the SSA tweets over the weekend and was just wondering if there was anything you needed from us in terms of support at the moment.

As ever we are here to help and advise you – please let us know how best we can do that.

Best wishes,

From: *****

Sent: 02 April 2020 11:30

To: *****

Subject: New resources from Stonewall

Hi,

Hope this email finds you well.

I just wanted to let you know that Stonewall has recently launched several new resources for schools, colleges and settings.

We've updated one of our most popular resources, [An introduction to supporting LGBT children and young people](#). This resource is suitable for all schools, colleges and settings and offers support in creating an LGBT inclusive environment, working with parents and carers, and supporting individual LGBT children and young people in mainstream and specialist settings.

[Next steps in LGBT inclusive education: celebrating difference and developing understanding](#) is a brand new resource, aimed at schools, colleges and settings that have already started work on LGBT inclusion and who are looking to really embed the work. This resource includes an extensive policy section, guidance on creating an LGBT inclusive curriculum, support on working with parents and carers, as well as highlighting the importance of ensuring that a wide range of LGBT people are represented and celebrated in the school, college or setting.

We've also been working hard to ensure that we offer schools, colleges and settings the resources they need to support children and young people with SEND as part of their LGBT inclusive approach. As well as our [‘It's OK’](#) symbol supported posters, we now also offer [easy read information sheets](#).

All of these resources are available from our [website](#) – please feel free to share them widely.

Also do remember that **we are here to support you** during this time. So if you are developing or updating policies, resources or training, or just have a question about LGBT-inclusion in any area of your work, please do just get in touch. And don't forget to share the [cross-curricula resources on our home learning hub](#) – we will be adding new packs to the hub regularly over the weeks ahead.

Best wishes,

From: *****

Sent: 26 March 2020 13:04

To: *****

Subject: Stonewall Covid-19 update: Download our new home learning resources

Hi,

I hope that that you and your colleagues are safe and healthy during this difficult period. Since all our thoughts are on Covid-19, I wanted to reach out to let you know about Stonewall's response on LGBT communities, and to offer you our support.

First off, please know that if you are feeling anxious or concerned about continuing to provide the best support for LGBT children and young people in the face of school and youth group closures, you're not alone. We know that for many LGBT children and young people, schools and youth groups can be some of the most important sources of support and community in their lives - being apart from teachers, group leaders, friends and peers may feel scary and isolating right now. We want you to know that we are here to help - we're doing all we can to make sure you can continue to support LGBT children and young people.

We've produced a range of free downloadable activity packs and educational resources that can be used in the classroom with children and young people still attending school, or at home for those who are now being cared for by family and friends. The first of these packs is [available to download](#) and we'll be releasing more every week on our [new home learning hub](#). As always, you'll find research reports, best practice toolkits and more [available to download from our website](#).

We will be in touch in the coming weeks with more information on how we can help you support LGBT children and young people while educational and youth groups are closed.

Should you need us, please do just email.

For the time being, we are postponing or suspending our in-person programmes and trainings, and staff in all our offices are working from home as many others are now. We've taken these difficult steps because the health of our colleagues, supporters and friends must take priority.

This is a time of crisis for our country, and we'll be here to ensure that LGBT people are not excluded from the support they need, and that as we emerge from this that our rights and protections are safeguarded as we rebuild.

So, if you are updating policies, training or resources and you would like me to review them, please email them to me. And if you would like to arrange a remote meeting, or a telephone call, again do just get in touch.

It's also more important now than ever that we stand in solidarity with other marginalised groups. We've already seen a rise in hate crime against people of colour, and it's clear that disabled people, older people, and people living in poverty are some of those most at risk in the current climate.

If you or someone you're supporting is struggling, remember that community organisations are on hand to offer support. We'll be sharing a list of organisations you can contact if you need help, or you can email me.

With all best wishes,

From: *****
Sent: 10 March 2020 16:32
To: *****
Subject: RE: Meeting tomorrow

Thanks ***** – I know our Director of Policy and Campaigns has been in touch with ***** to facilitate some off the record chats.

Have a good meeting tomorrow,

From: *****
Sent: 10 March 2020 16:13
To: *****
Subject: Meeting tomorrow

Hi *****,

Hope this email finds you well.

A member of the team at Stonewall has been in close contact with someone outside of the organisation who has tested as positive with COVID-19. The Stonewall team member is currently in self-isolation, pending test results.

While this is happening, Stonewall has decided to close its London office and for all of its London based staff to work from home until the person has received their results. This is just a proactive precaution and is no reason to be concerned. As a further precaution, the Stonewall London team are not holding any internal or external face-to-face meetings this week.

Unfortunately that means I won't be able to make the meeting tomorrow. Please do keep me in the loop with what you discuss and any way in which I can support what's going on in Oxfordshire.

Sorry for any inconvenience, and thank you for understanding,

From: *****
Sent: 04 March 2020 10:48
To: *****
Subject: Stonewall: CYPS Champions Award update

Hi,

Hope this email finds you well.

I wanted to let you know that our online submission portal, Stonewall Submit, is going to be upgraded.

As such, you **will not be able to access the portal** for two weeks, **between Monday 9 March and Friday 20 March.**

All the data that is on the current system will be transferred to the upgraded one, so if you have started your CYPS Champion Award 2020 submission already you won't lose anything.

I'm very sorry for the inconvenience – the timing of this upgrade is entirely down to the system providers.

If you have any questions, please do get in touch.

Best wishes,

From: *****

Sent: 02 March 2020 13:00

To: *****

Subject: Stonewall's new course: Improving mental health and wellbeing outcomes for LGBT CYP

Hi,

Hope this email finds you well.

I just wanted to remind you that booking is still open for our [new train the trainer course: *Improving mental health and wellbeing outcomes for LGBT children and young people*](#).

The course has been developed by Stonewall and YoungMinds for anyone from a local authority or third sector organisation who supports children and young people.

We are running **four courses in March** in [Birmingham, Cambridge, Leeds and London](#).

The course objectives are as follows:

1. To identify a shared meaning of mental health
2. To discuss thoughts, attitudes and assumptions around mental health and LGBT children and young people, including those with specific intersectional identities (BAME/PoC, SEND, and children in care)
3. To identify attendees' role in keeping LGBT children and young people safe, free from stigma and discrimination
4. To consider how LGBT inclusive practice and resilience can be embedded culturally across services
5. To explore the importance of relationships and what LGBT children and young people say works to help support their mental health and build their resilience
6. To explore the importance of looking after ourselves and our colleagues
7. To provide attendees with tools and techniques to deliver elements of this training to their colleagues

The train the trainer has been highly evaluated by those who have attended it:

- **98 per cent** of attendees said they had a greater understanding of issues facing LGBT children and young people around mental health and wellbeing
- **96 per cent** of attendees said they had a greater understanding of issues facing LGBT children and young people with specific intersectional identities (SEND, BAME/PoC, children in care)
- **97 per cent** of attendees said they were more confident in supporting LGBT children and young people with their mental health and wellbeing
- **98 per cent** of attendees said they had learnt practical techniques to deliver training to their colleagues
- **100 per cent** of attendees said they would recommend the course to others

We can also run this Train the Trainer as an in-house course, and ask for a minimum of 15 attendees (and as our Stonewall contact, you are able to attend for free). Do let me know if you'd be interested in running such a course.

The cost per person is £150 (+VAT) – a key part of the training is upskilling attendees to be able to deliver relevant content to colleagues in their team. This makes the course incredibly cost effective.

Please do feel free to share the details of these course with anyone you might think is interested in attending (although do note, **this training is not for school staff**).

Further details and booking information can be found on the [website](#).

Best wishes,

From: *****
Sent: 28 February 2020 08:25
To: *****
Subject: Fwd: Trans Inclusion Toolkit - Request for information

Hi *****,

Thanks for sending over the feedback you've had. I noticed you didn't include Nottinghamshire's feedback - *****'s email is below.

From: *****
Sent: 26 February 2020 12:26
To: *****
Subject: Stonewall launches Shut Out: The Experiences of LGBT Young People Not in Education, Training and Work

Hi,

I hope this finds you well.

Please find attached our new report with BritainThinks, *Shut Out: The Experiences of LGBT Young People Not in Education, Training and Work*, which launches today. You can also download it from the [website](#).

For the first time, this report shines a light on the experiences of LGBT young people not in education, employment or training – the only area of Government policy for which, as highlighted by the Government Equalities Office in 2016, no research on LGBT inequalities has existed until now.

Shut Out uncovers the specific challenges that lead many LGBT young people to become disengaged from education, training and work, alongside the obstacles many face to re-entry. On top of common challenges faced by many young people (such as difficulties knowing how to find employment opportunities, or experiences of poor physical health), many LGBT young people also experience LGBT-specific challenges – such as familial rejection after coming out, anti-LGBT discrimination at work, and a lack of inclusive teaching and pastoral support at school, college and university.

These compound challenges can have a profound impact on LGBT young people's mental health and ability to engage in education, training and work, and experienced and expected discrimination can deter these young people from re-entering further down the line.

We also worked with our participants to identify key measures to address these challenges, and the report sets out clear steps that local government, alongside relevant agencies, services and employers, must take to best support LGBT young people.

Please don't hesitate to get in touch if there's any support we can provide to help you highlight these findings and address these recommendations of the report, or if you have any other questions.

Thank you, as ever, for your ongoing support.

With best wishes,

P.S. Don't forget to book on to our ***Improving Mental Health and Wellbeing of LGBT Children and Young People Train the Trainer course***. We have courses running in March in Birmingham, Cambridge, Leeds and London – [full details are on the website](#).

From: *****
Sent: 25 February 2020 13:03
To: *****
Subject: Re: Trans Inclusion Toolkit - Request for information

Hi *****,

Just looking at this email - is it the updated toolkit you are interested in knowing about, the original toolkit, or any toolkit at all?

From: *****
Sent: 20 February 2020 14:38
To: *****
Subject: New Stonewall resource: Staying safe online

Hi,

Hope this email finds you well.

I'm really excited to let you know that, in partnership with Childnet, we've updated **Staying safe online** and we've launched it today.

The guide can be [downloaded from the website](#), and for ease I've attached a copy to this email.

Please do feel free to share it widely.

Best wishes,

From: *****
Sent: 17 February 2020 10:14
To: *****
Subject: RE: Stonewall's new mental health and wellbeing train the trainer course

Hi *****,

Thanks for your email.

As this is a train the trainer course, it is not included as part of your membership. As such, there is a cost for all attendees. However if you can organise a training for 15 or more people from services across OCC, we can give you a place for free. Lots of other local authorities have managed to secure funding from the allocation for suicide prevention.

Thanks,

From: *****

Sent: 17 February 2020 10:00

To: *****

Subject: RE: SEND

Hi *****,

Thanks for this.

I've not heard back from ***** yet so will let you know when we've organised it.

Thanks,

From: *****

Sent: 13 February 2020 16:06

To: *****

Subject: Stonewall's new mental health and wellbeing train the trainer course

Hi,

Hope this email finds you well.

In partnership with YoungMinds, Stonewall has developed a [new train the trainer course](#): ***Improving mental health and wellbeing outcomes of LGBT children and young people.***

The course has been created for anyone from a local authority or third sector organisations who supports children and young people to attend. We are running **four courses in March** in [Birmingham, Cambridge, Leeds and London](#).

The course objectives are as follows:

8. To identify a shared meaning of mental health
9. To discuss thoughts, attitudes and assumptions around mental health and LGBT children and young people, including those with specific intersectional identities (BAME/PoC, SEND, and children in care)
10. To identify attendees' role in keeping LGBT children and young people safe, free from stigma and discrimination
11. To consider how LGBT inclusive practice and resilience can be embedded culturally across services
12. To explore the importance of relationships and what LGBT children and young people say works to help support their mental health and build their resilience
13. To explore the importance of looking after ourselves and our colleagues
14. To provide attendees with tools and techniques to deliver elements of this training to their colleagues

The train the trainer has been highly evaluated by those who have attended it:

- **98 per cent** of attendees said they had a greater understanding of issues facing LGBT children and young people around mental health and wellbeing
- **96 per cent** of attendees said they had a greater understanding of issues facing LGBT children and young people with specific intersectional identities (SEND, BAME/PoC, children in care)

- **97 per cent** of attendees said they were more confident in supporting LGBT children and young people with their mental health and wellbeing
- **98 per cent** of attendees said they had learnt practical techniques to deliver training to their colleagues
- **100 per cent** of attendees said they would recommend the course to others

We can also run the Train the Trainer as an in-house course for your local authority, and ask for a minimum of 15 attendees (and as our Stonewall contact, you are able to attend for free). Do let me know if you'd be interested in running such a course.

The cost per person is £150 (+VAT) – a key part of the training is upskilling attendees to be able to deliver relevant content to colleagues in their team. This makes the course incredibly cost effective.

Please do feel free to share the details of these course with anyone you might think is interested in attending (although do note, **this training is not for school staff**).

Further details and booking information can be found on the [website](#).

Best wishes,

From: *****

Sent: 13 February 2020 15:04

To: *****

Subject: RE: Training question

Thanks ***** – I'll get in touch now.

Best wishes,

From: *****

Sent: 12 February 2020 14:03

To: *****

Subject: RE: Training question

Hi *****,

Hope all is well.

I just wondered if you'd had time to consider the email I sent you last week about whether I can offer training to the SEN team?

Many thanks,

From: *****

Sent: 06 February 2020 12:25

To: *****

Subject: Free opportunities from Stonewall for LGBTQ+ young people

Hi,

I wanted to let you know about some exciting free opportunities we have for LGBTQ+ young people – please do share them!

Stonewall Youth Summit

We are holding a **free one day Youth Summit** for LGBTQ+ young people aged 16-25 on **Saturday 21 March** in London. The Youth Summit will bring together 100 LGBTQ+ young people from across the country to share experiences, ideas and solutions for tackling LGBTQ+ inequality.

The Youth Summit is free to attend, and the venue is fully accessible. We will provide refreshments and lunch, and will also be able to cover the travel costs for all the young people attending.

Full details, and the application form, are on the [Stonewall Youth website](#). **Applications close at noon on Monday 17 February.**

BAME/PoC Young Campaigners Programme

Applications are now open for [our free four day campaigners programme for BAME/PoC LGBTQ+ young people](#) aged 16 to 25. Thanks to funding from Comic Relief, all costs relating to the programme are covered including all travel, food and accommodation.

The campaigning residential will be held between **6 – 9 April 2020** at a fully accessible residential venue in the East Midlands.

The programme will create an accessible and safe space for young people to gain:

- The tools and confidence to carry out an effective campaign
- A network of other LGBTQ+ young people from across the country for support and inspiration
- An understanding of the power of self-care and how to practice it effectively
- An understanding of what it means to be a role model as an LGBTQ+ person of colour

Applications close on Friday 28 February. Further details and the application form are [here](#).

Thanks,

From: *****

Sent: 06 February 2020 11:11

To: *****

Subject: Training question

Hi *****,

Hope all is well and you are recovered from Monday.

Following a conversation I had at the conference, I have been contacted by the SEN team who are really interested in having some SEN/LGBT training. This is the training I co-deliver with *****.

Would you be happy for me to do this as part of your CYPs Champions membership?

Many thanks,

From: *****

Sent: 05 February 2020 11:42

To: *****

Subject: Re: Thank you!

Hi *****,

No worries at all.

Thanks for inviting me and I am so glad the day passed without incident.

Well done you for all the work you put in to the day.

Please do let me know if you need any support at all or want to organise any training,

From: *****

Sent: 04 February 2020 16:47

To: *****

Subject: Stonewall: CYPS Champions Award and LGBT History Month resources

Hi,

Hope this email finds you well.

CYPS Champion Award

The online submission portal for Stonewall's new **Children and Young People's Services (CYPS) Champion Award 2020** is now open.

Our CYPS Champion Award is an exclusive benefit for members of our CYPS Champions programme. It benchmarks policy and practice across your Children and Young People's Services and is made up of 24 questions in six sections.

According to the score you receive, we will award Bronze, Silver or Gold status which will be valid for **TWO** years. All participating local authorities will receive a logo to showcase their performance both internally and externally. You'll also receive detailed feedback on your submission in your benchmarking meeting. In 2019, five local authorities received the Gold award, three the Silver award and one the Bronze award.

We've written detailed guidance, which is attached, on how to make your submission through [Stonewall Submit](#), our online submission portal, including:

- How to create an account on Stonewall Submit
- What to do if you forget your password
- How to create your submission
- How to share access to your submission
- Top tips for filling out your submission

Also attached is a copy of the CYPS Champions award criteria for you to refer to.

The submission deadline for the CYPS Champion Award is midnight on **Tuesday 30 June 2020**.

If you require any further assistance, or have any questions about the award, please do not hesitate to get in touch.

Resources for schools for LGBT History Month

To celebrate LGBT History Month, we've created resources for you to share with primary, secondary and special schools as well as colleges around the theme of Poetry, Prose and Plays. You can access them [here](#).

As ever please do get in touch if we can support you in any way with your LGBT-inclusive practice, or if you would like to arrange some training.

Best wishes,

From: *****
Sent: 27 January 2020 17:16
To: *****
Subject: RE: Stonewall - Oxfordshire presentation

Fab – thanks *****.

Just checking – the slide size didn't changed when you added my presentation to yours did it? I ask as someone did change the size when I delivered a presentation at the end of last year and the slides really didn't look right 😊

Looking forward to seeing you Monday – I'll aim to be there around 8.30.

Thanks,

From: *****
Sent: 27 January 2020 16:24
To: *****
Subject: Stonewall - Oxfordshire presentation

Hi *****,

Please find my presentation attached.

It needs to be displayed as widescreen – hope that is ok.

Let me know if you have any questions.

Thanks,

This email message has been delivered safely and archived online by Mimecast.

From: *****
Sent: 20 January 2020 13:03
To: *****
Subject: RE: Goodie bags

Hi *****,

Thanks for this – I can stay until the end if that is what you'd like. So just to confirm I'll just be doing 15 minutes at the beginning and the Q&A before the lunch break.

I'll have a few resources for a stall and I have managed to book on now.

Let me know if you need anything else from me on this, or anything to do with the toolkit (or anything else for that matter 😊)

Hope all is well with you,

From: *****

Sent: 13 January 2020 15:40

To: *****

Subject: RE: LGBT+ Conference - Mon 3rd Feb

Hi *****,

I have tried to book on to the conference via the OPL, but it won't let me access the site.

Just to say I will be the only person from Stonewall attending.

I am quite concerned about SSA people being in the room and me and others being shouted down. Can you let me know what security measures will be in place please to ensure this doesn't happen.

Thanks,

From: *****

Sent: 09 January 2020 09:54

To: *****

Subject: Re: LGBT+ Conference - Mon 3rd Feb

Hi *****,

No I haven't booked yet - I am at our youth reaidwntial so won't be able to book on until next week.

Thanks,

From: *****

Sent: 16 December 2019 10:38

To: *****

Subject: RE: Toolkit

Hi *****,

Ok.

I presume you have seen that Safe School Alliance is [crowdfunding](#) its legal costs and have already raised over £5,000.

From: *****
Sent: 16 December 2019 09:47
To: *****
Subject: Toolkit

Hi *****,

I just wanted to reach out and say we have seen the media coverage yesterday given to the toolkit/Safe Schools Alliance.

If you need any support, or want to chat things through, or if your comms teams or anyone at OCC wants to talk to us about what is happening and how best to react to it, please do let me know.

Thanks,

From: *****
Sent: 06 December 2019 09:49
To: *****
Subject: RE: LGBT+ Conference planning event

Hi *****,

No worries – do you not just want me to do a general national perspective sort of a keynote? My only question is whether you want me to be generic, or speak more about LGBT-inclusive RSE?

Thanks,

From: *****
Sent: 03 December 2019 15:08
To: *****
Subject: RE: LGBT+ Conference 2020 - Mon 3rd Feb

Hi *****,

It all looks quite familiar!

Just one thing for now is that ***** checked all people as they booked on to ensure they were from an appropriate school/organisation. Anyone who signed up with an email address that was not related to a known organisation was emailed individually and asked who they represented. You might also want to include on the booking form that you express the right to refuse entry.

One other thing that worked well on the day was that the security were in charge of the doors to the venue. No one could get into the venue without having gone to the registration desk and registered (the internal entrance was secured by a second security guard) and been given a rainbow lanyard. Everyone had to wear them for the whole day – if they weren't wearing them they weren't allowed in to the plenary/workshops.

In terms of a safe place, we had a nurture room with some activities in it for anyone who was stressed by anything – so things to fiddle with, adult colouring books etc. We said to people that we were happy for them to step out at any time from any of the content.

Hope that helps,

From: *****
Sent: 03 December 2019 08:42
To: *****
Subject: RE: Learner Engagement LGBT+ Conference 2020

Thanks *****.

If you want to chat about anything to do with your conference, or the security we had in place for the Northamptonshire conference last week, please do give me a buzz.

Thanks,

From: *****
Sent: 28 November 2019 18:00
To: *****
Subject: RE: Learner Engagement LGBT+ Conference 2020

Hi *****,

Sorry, just thought of a couple of other things – you are planning on running the same workshops twice, but as far as I can see only one of the workshops is primary inclusive. Should there be another workshop specifically for primaries (I am happy to lead it with a primary school if you think that is appropriate)

Also because Oxfordshire is ahead of the game in LGBT inclusion in its special schools, I think it would be remiss not to have someone doing either a workshop or speaking on LGBT inclusion with SEND pupils/supporting LGBT pupils with SEND.

I will not have anymore thoughts today (or indeed tomorrow!),

From: *****
Sent: 28 November 2019 17:05
To: *****
Subject: RE: Learner Engagement LGBT+ Conference 2020

Hi *****,

Thanks for this.

Looks great.

Before you start publicising the conference, I do hope you have thought through security and the possibility of protests outside or inside the conference venue, ...*****

I am working with ***** on a similar conference which is being held tomorrow. I thought it might be an idea to share their security briefing with you so you can think about what needs to be done for yours:

The Council has redacted part of the email dated 28/11/19 as an exemption applies. This email has been redacted due to it falling within the exemption provided for under section 41 of the FOIA. Section 41 provides that information is exempt information if—

(a) it was obtained by the public authority from any other person (including another public authority), and

(b) the disclosure of the information to the public (otherwise than under this Act) by the public authority holding it would constitute a breach of confidence actionable by that or any other person.

This information relates to another Local Authority's security measures. As such part (a) of the exemption is satisfied. When considering section 41(2), and considering whether there is an actionable breach of confidence it necessary to consider what gives rise to an actionable breach. In this case the email and information contained therein has the necessary quality of confidence, it is subject to the obligation of confidence (in that we have no consent to disclose this to you) and unauthorised disclosure would result in detriment to that Local Authority. In light of this, the Council has decided not to release this information to you and given this is an absolute exemption, no public interest test is required.

From: *****

Sent: 19 November 2019 10:19

To: *****

Subject: New Stonewall resource: Creating an LGBT-Inclusive Primary Curriculum

Hi,

Hope this email finds you well.

I just wanted to let you know that we launched an exciting new resource yesterday evening – Creating an LGBT-Inclusive Primary Curriculum.

Produced in conjunction with the Government Equalities Office and Pearson, this resource offers primary schools practical support and ideas to include issues around LGBT people and families into their lessons, and will help them to create learning environments where every pupil feels accepted. Each of the 13 subject areas (including PSHE) includes activities for the EYFS, Key Stage 1, and Key Stage 2, as well as offering adaptations that can be made for SEND pupils.

Please do feel free to share this resource with primary schools. As ever you can download copies from our online resource hub [My CYPs Champions](#), but for ease I have also attached a copy to this email.

Thanks,

From: *****

Sent: 11 November 2019 12:44

To: *****

Subject: FW: Invitation to launch of Stonewall's Creating an LGBT-Inclusive Primary Curriculum resource

Hi,

I just wanted to remind you that we are holding our launch event for '***Creating an LGBT-Inclusive Primary Curriculum***' on Monday 18 November between 6pm and 8pm at Pearson's Headquarters on The Strand in central London.

As well as speakers including Stonewall interim CEO, *****, we're delighted that ***** will also be joining us as a guest speaker on the night.

We would love to see you there to help celebrate the launch of this vital Stonewall resource.

Please RSVP through this [link](#) to confirm your attendance.

Best wishes,

From: *****

Sent: 08 November 2019 11:04

To: *****

Subject: Change time/day of our phone call

Hi *****,

The timings at the conference that I am at have gone to as there are major travel issues in Leeds today due to the flooding.

Would it be possible to move our call to either Monday around 11ish, or any time on Wednesday?

Thanks and sorry,

From: *****

Sent: 06 November 2019 17:07

To: *****

Subject: RE: Advice/help needed

Hi *****,

***** said that it is going out this week – I hope that isn't too much of a risk, given that we are now in purdah, as it'll make it more difficult for your lead member to defend the toolkit publicly.

I'm speaking/leading workshops at an RSE conference in Leeds on Friday.

I could speak to you over lunch if that would work?

Thanks,

From: *****
Sent: 06 November 2019 16:44
To: *****
Subject: RE: Advice/help needed

Hi *****,

Just to update you, we are contacting a barrister who hopefully will give us some pro bono advice.

I'll let you know how things proceed.

Thanks,

From: *****
Sent: 06 November 2019 15:53
To: *****
Subject: Blog worth looking at

Hi *****,

Worth looking at this blog, and *****'s contribution to the recent 'Inventing the transgender child' conference where she mentioned Safer School Alliance's current challenge to OCC- it is about half way down [this blog](#).

Thanks,

From: *****
Sent: 06 November 2019 11:14
To: *****
Subject: New briefing for LAs on inclusive RSE

Hi,

Hope this email finds you well.

I wanted to let you know about an exciting [new briefing on inclusive RSE](#) for local authorities which launched yesterday.

Produced as a collaboration between the Local Government Association, Stonewall, the Sex Education Forum and seven local authorities, '*Engaging with schools and communities to support inclusive teaching of RSE*' showcases practice from across the country. It features case studies from five of our CYPS Champions – Brighton & Hove, Camden, Leeds, Leicestershire and Northumberland – and can be [downloaded from the LGA website](#).

The briefing has been sent to every Director of Children's Services and Director of Public Health in England, but I wanted you to see it too, as it might prove useful to your local context.

PLEASE NOTE: the briefing is for local authority officers only, and should NOT be shared externally.

Don't forget we have **lots resources to support your work around LGBT inclusive education** that you can access by logging into the [My CYPS Champions Hub](#) on the Stonewall website.

Recent additions to The Hub include:

- Assemblies for primary secondary and special schools for Anti-Bullying Week
- Lesson plans, activities and PowerPoints for primary and special schools on families and relationships
- A guide on making sure non-binary students feel valued at school and college
- The Gender Stereotypes Won't Hold Us Back poster set

We'll be launching lesson plans, activities and PowerPoints for primary, secondary and special schools for [Rainbow Laces](#) on The Hub very soon, and will be encouraging everyone to **Come Out Active** during the campaign in the last week of November.

Please do remember that we can assist with any aspect of your LGBT-inclusion work, so please do get in touch if you'd like any support.

Best wishes,

From: *****

Sent: 05 November 2019 08:11

To: *****

Subject: Re: Advice/help needed

Hi *****,

I am that trans expert, but as this is more of a question around the transferring safeguarding records, I have asked our DSL who is going to get the answer from someone with specific expertise.

It might take a few days to get this answer - is that ok?

From: *****

Sent: 04 November 2019 10:17

To: *****

Subject: Invitation to launch of Stonewall's Creating an LGBT-Inclusive Primary Curriculum resource

Hi,

We wanted to let you know that we are launching an exciting new resource for primary schools, sponsored by Pearson.

'Creating an LGBT-Inclusive Primary Curriculum' is a toolkit to help primary schools thread LGBT-inclusion through every part of the curriculum. Packed full of ideas, tips and resources across Key Stages and subject areas, it's one of our most exciting education resources yet.

Together with Pearson, we'd like to invite you to join us at the launch event for the resource. It's being held at **Pearson's Headquarters in London at 6.00pm on Monday 18 November** - full details are in the attached invitation.

If you, or any of your colleagues, would like to come [please click here](#) to book your places. Do make sure you RSVP, as for security purposes Pearson need to know who will be attending.

We look forward to seeing you there!

Best wishes,

From: *****
Sent: 01 November 2019 17:48
To: *****
Subject: One change to make

Hi *****,

Looks good - loving thr minimalistic approach!

Just one error that I could see - in 2019 OCC signed up to our Children and Young People's Services (CYPS) Champions programme. So that it tallies with the membership agreement I think you should call it that. Also the membership agreement shows a 2 year membership paid in March 2019. I don't know if you want to refer to that so they don't question why it wasn't mentioned.

Have a good weekend,

From: *****
Sent: 01 November 2019 11:42
To: *****
Subject: Stonewall CYPS Champions Membership Agreement OCC

Hi *****,

Please find attached the membership agreement for OCC's CYPS Champions membership. Please note ***** signed OCC up for two years and so you will have to reflect that in your responses to the other questions.

I have redacted my personal information from it, and imagine you will need to do the same for *****'s. As such I have left it as a Word document, but when you send it, can you make sure it is sent as a pdf please.

I don't know if you need the Diversity Champions membership agreement – you could ask ***** or ***** (who is our main contact) for a copy of it.

When you have come up with the answers to the FOI would it be ok for you to send it over so we can check that everything is correct please?

Thanks,

From: *****
Sent: 24 October 2019 17:45
To: *****
Subject: Applications open for Stonewall's campaigners programme for disabled LGBTQ+ young people

Hi,

Hope this email finds you well.

I wanted to let you know that applications are now open for [Stonewall's FREE campaigners programme for disabled LGBTQ+ young people](#), aged 16 to 25. Thanks to funding from Comic Relief, all costs relating to the programme are covered including all travel, food and accommodation. We can also cover costs for a personal assistant/carer.

The campaigning residential will be held between **6 – 9 January 2020** at a residential venue in the East Midlands that specialises in delivering programmes to, and hosting events for, young people with specific access needs.

The programme will create an accessible and safe space for young people to gain:

- The tools and confidence to carry out an effective campaign
- A network of other LGBTQ+ young people from across the country for support and inspiration
- An understanding of what it means to be a role model

If there are any people/services that work with young people who might be interested in this programme, please could you share the details of the programme with them.

Anyone interested in taking part can apply [online](#) – if they would like to apply in a different way, or require any support to complete their application, they can email stonewallyouth@stonewall.org.uk to organise this.

Applications close at 9.00am on Monday 18 November.

Thanks,

From: *****
Sent: 23 October 2019 14:21
To: *****
Subject: Your call

Hi *****,

Thanks for your call - I am on a train right now but should be able to speak to you around 3ish. Is that ok with you?

Thanks,

From: *****
Sent: 17 October 2019 14:57
To: *****
Subject: RE: LGBT+ Conference 2020 - Tell us what you think and save the date!

Hi *****,

I can make 3 February if you need me, but do you think running the RSE training and conference so close together will impact on attendance?

Also will there be a youth stream still?

Do you still want me to give you a ring? I am in meetings until 3.30 but can call you after they are finished.

Thanks,

From: *****

Sent: 17 October 2019 09:14

To: *****

Subject: Re: LGBT+ Conference 2020 - Tell us what you think and save the date!

Hi *****,

Are you eanting me to provide any content for this event?

Also given *****, I would expect them either to try to attend or possibly protest outside. If you are running an event like this, I would strongly advise you to think about security and also risk assess how you would deal with any *****

The Council has redacted part of the email dated 17/10/19 as an exemption applies. This email has been redacted due to it falling within the exemption provided for under section 41 of the FOIA. Section 41 provides that information is exempt information if— .

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(b)the disclosure of the information to the public (otherwise than under this Act) by the public authority holding it would constitute a breach of confidence actionable by that or any other person.

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From: *****

Sent: 14 October 2019 20:32

To: *****

Subject: Re: Webinar

Hi *****,

It's norhing to do with me - it might be something to do OCC's Diversity Champions membership. Probably the best person to ask is *****.

Thanks,

From: *****
Sent: 10 October 2019 18:02
To: *****
Subject: Answer to your question

Hi *****,

Sorry I haven't got back to you about your question until now.

The answer is you have the login and you can't share it with schools. You can upload all our resources to an online hub and share them with schools that way, but you can't give them your login details.

Does that make sense?

From: *****
Sent: 30 September 2019 09:42
To: *****
Subject: RE: Tues 28th Jan - RSE

Hi *****,

Thanks for your email.

Just to let you know, we only deliver directly to young people through our programmes, so I wouldn't be able to do anything with them as part of the conference. Also my February is getting quite busy already, so if you do want me at the conference, I would appreciate having the date sooner rather than later.

Thanks,

From: *****
Sent: 19 September 2019 13:18
To: *****
Subject: RE: Stonewall

Hi *****,

Thank you – it would be good to know if ***** thinks anything is going to happen at *** school, or anywhere else across the county. We are the DfE's 'eyes on the ground' about the anti-RSE campaigns across the country, and would want to alert them if it was thought anything was going to happen so they could support the school too.

Thanks,

From: *****
Sent: 17 September 2019 15:21
To: *****
Subject: RE: Oxfordshire County Council and Stonewall

Hi ***** ,

Hope this email finds you well.

I thought you might be interested in Oxfordshire's winning Education Equality Index submission, if you haven't seen it already, it is attached together with my feedback.

Also I don't know if ***** sent you a copy of the updated trans toolkit – but if you haven't seen it, it is attached too. I have fed in my input at least three times during the review process and I think it is a hugely improved document. I understand from ***** that it is going to be discussed at next week's OSCB meeting. It hasn't quite finished being reviewed – ***** to check the final draft, to make sure it complies with their approach.

Looking forward to meeting you tomorrow,

From: *****
Sent: 04 September 2019 14:49
To: *****
Subject: Stonewall RSE resources - part 2

And these are for special schools.

Thanks,

From: *****
Sent: 04 September 2019 14:46
To: *****
Subject: Stonewall RSE resources - part 1

Hi ***** ,

Great to speak with you!

Please find attached the lesson plans and resources for primaries I mentioned – this is the first in a suite of support that we will be developing over the course of the academic year. The resources for special schools will follow!

Best wishes,

From: *****

Sent: 04 September 2019 10:10

To: *****

Subject: Stonewall's Back to School Campaign for LGBT Inclusive Teaching

Hi,

Hope you've had a good summer.

I'm writing to give you a heads up of our back to school mini-campaign that **we're launching tomorrow** (5th September). We'll be encouraging our supporters to show their support online for LGBT-inclusive teaching, and to write to the lead members in their local authorities expressing their support for this teaching.

I've attached the sharing graphics for the campaign (embargoed until Thursday 5th September), and **we'd be really grateful if you'd like to share them, and express your support for LGBT-inclusive teaching, on your social media channels.**

As this will form the end of our 30th anniversary campaign, we'll be using the hashtag **#HopeForLGBTequality** – e.g. 'My #HopeForLGBTequality is that every young person receives LGBT-inclusive Relationships and Sex Education'.

Also we are updating the content on [our webpage about LGBT-inclusive RSE](#) – it will go live tomorrow too. This page includes a link to our webpage called **The Truth about RSE**, which is an updated version of the FAQs I sent you earlier this year – please feel free to share any of this content with schools if you think it will be helpful.

As you are aware, over the course of this academic year, we will be developing a suite of resources on LGBT-inclusive RSE to help you support the schools you work with. The first swathe of these (lesson plans for primary and special schools on families and relationships) are now up on the My CYPs Champions online hub. You can access these by signing into [My CYPs Champions](#). Again please do feel free to share these with schools.

Thank you very much for your support, and let me know if you have any questions.

Best wishes,

From: *****

Sent: 04 September 2019 09:51

To: *****

Subject: RE: Oxfordshire County Council and Stonewall

Hi *****,

I'm free all afternoon – shall I call around 2pm?

Thanks,

From: *****
Sent: 03 September 2019 17:03
To: *****
Subject: RE: Oxfordshire County Council and Stonewall

Hi *****,

Thanks so much for your email. I hope you have settled in to your new role!

As I am sure you know I supported ***** for the past 7 years around all aspects of LGBT inclusion and I am really looking forward to supporting your work. Oxfordshire is a member of our CYPs Champions programme and that means I can offer bespoke support to you, as well as delivering training to officers, elected members and/or foster carers. The full details of the programme are in the attached flyer.

I was just wondering whether it might be useful to meet to discuss the programme and how we can best support you. I have been supporting ***** with the updating of the trans toolkit, the potential Guardian article on the updated toolkit and also with all the issues that Oxfordshire has been facing with Safe Schools Alliance – Oxfordshire, so I am well versed in the current challenges. I am also a member of the LGBTQ Partnership group and try to attend when I can, and supported the work that was going on to develop LGBT inclusive RSE in special schools.

Anyway I just wanted to touch base with you – let me know how you would like to proceed from here.

Thanks,

From: Memberships <memberships@stonewall.org.uk>
Sent: 21 August 2019 12:27
To: *****
Subject: Automatic reply: Support with Diversity Champions membership

Thank you for contacting the Memberships Team at Stonewall. We will try to get back to you as soon as we can. Your query may be covered by the following web pages:

Learn more about the Diversity Champions programme here: <http://www.stonewall.org.uk/diversity-champions-programme>

Learn more about the Workplace Equality Index, including FAQs here: <https://www.stonewall.org.uk/workplace-equality-index>

For urgent queries, please contact 020 7593 1850 or your Client Account Manager.