An Educator's Guide to Approaching SLT about Keeping Children Safe in Education 2024

This document is a guide to how to approach and talk to Senior Leadership about the changes to Keeping Children Safe in Education (KCSIE) 2024. It can be used by educators, trade union reps, and others.

Contacting SLT

Below is a template email you can adapt to send to your Designated Safeguarding Lead (DSL). It is very generic, so please do think about customising it to fit your relationship with your own DSL.

> Dear [DSL],
>
> I am writing to [raise my concerns about what you said on INSET day about / check you are aware of] the changes in KCSIE 2024 regarding LGBT+ children.
>
> Paragraphs 205-209 of KCSIE are headed by a note stating that this section "remains under review". These paragraphs refer to the unpublished Gender Questioning Children guidance and the Cass Review, which have each been heavily criticised by a variety of safeguarding, medical and legal experts
> This includes the DfE's own lawyers as placing children at risk of harm, and placing schools at a high risk of breaking the law.
>
> There is more information on these issues at tnb.org.uk/kcsie-2024.
>
> As this section of KCSIE remains under review, and refers to unpublished guidance, it is not appropriate for schools to be implementing it at this time.
>
> Can you please confirm [school]'s position is to continue referring to the 2023 version of KCSIE with regards to LGBT+ children, and not to implement the harmful content in KCSIE 2024?
>
> [I am happy to meet to discuss in more detail if you would like]
>
> Best wishes,
> [NAME]

Research

We have a step-by-step breakdown of the guidance linked here, but I suggest reading for yourself what the guidance entails alongside our resources to ensure you are as informed as

possible. Work through with a highlighter and the TNB's response to make sure your understanding is bulletproof.

You can refer to our page here on the Cass Review and to our page on the Gender-Questioning Children Draft Guidance. In summary, **schools should not make any changes as a result of the report or the draft guidance.**

Preparation

- Have some notes on what the key issues are with the guidance, along with your goals/objectives for the meeting- do you want them to refer to the 2023 KCSIE guidance? Discuss strategies and policies in your educational setting? Develop policies of your own?

- When preparing your arguments, remember to focus on *the safeguarding of your students.*

- Prepare to educate SLT on transgender identities, terminology, issues etc. Not everyone has done the research! Do not approach SLT until you are confident that you have the correct knowledge to accurately and effectively support trans voices.

In the meeting

- Wait to see what they say first- it very well could be that they're also against the guidance, or they may have specific concerns you can address.

- Have a calm, collected and evidence-based approach. You need to be coming to the meeting as an educator, not as an individual- their main concern will be safeguarding students.

- Remind them that this section "remains under review, pending the outcome of the gender questioning children guidance consultation, and final gender questioning guidance documents being published". In the interim, we suggest referring to 2023's KCSIE.

- Refer to trans* voices at any possible opportunity- tnb.org.uk is a great place to refer others, especially as there are many links to other resources, articles written by trans and non-binary educators etc.

- Be clear about what you want SLT to do in response. Refer to previous notes, and be prepared to have backup suggestions.

- You can also ask if you can help check for the existence of any policies for transgender students, as well as reviewing any changes that might be needed.

After the meeting

- Ask for meeting notes if applicable, including actions to take.
- Ask for updates when actions are taken.
- Tell colleagues about the meeting (if allowed!)
- Write to your MP