

## Briefing Note: InsideOUT bullying prevention workbook

<b>To:</b>	Hon Jan Tinetti, Minister of Education		
<b>Date:</b>	3/05/2023	<b>Priority:</b>	Medium
<b>Security Level:</b>	In Confidence	<b>METIS No:</b>	1309196
<b>Drafter:</b>	Valerie Havill	<b>DDI:</b>	+6444631909
<b>Key Contact:</b>	Matthew Lee, Lead Adviser Wellbeing	<b>DDI:</b>	+6444637514
<b>Messaging seen by Communications team:</b>	Yes	<b>Round Robin:</b>	No

### Purpose of Report

The purpose of this paper is to inform you of the publication of a new InsideOUT resource supported by the Ministry of Education which focuses on helping schools to create safe and inclusive environments for rainbow learners.

### Summary

1. *Ending rainbow-focused bullying and discrimination – a workbook for schools creating inclusive and caring learning environments* (the Workbook) is the fourth and last release of a suite of print and digital resources developed by InsideOUT with support from the Ministry of Education.
2. The Workbook will be released by InsideOUT, with support from the Ministry during the week leading up to Pink Shirt Day, 19 May 2023. The Ministry will distribute physical copies to every school in New Zealand during the week and PDF copies will be made freely available online.
3. There is an opportunity for you to participate in celebration of the Workbook release as a part of Pink Shirt Day festivities on 19 May.

## Proactive Release

---

**Agree** that the Ministry of Education release this briefing in full once it has been considered by you.

☒ **Agree** ☐ **Disagree**



Helen Hurst  
General Manager System Delivery  
**Te Pae Aronui**

3 / 5 / 2023



Hon Jan Tinetti  
**Minister of Education**

06/05 / 2023

## Background

---

4. All children and young people should feel safe and valued at school. However, rainbow ākonga do not always have positive experiences at school and report markedly higher rates of discrimination and bullying than their non-rainbow peers<sup>1</sup>.
5. We define rainbow ākonga as those learners who personally identify themselves as LGBTQIA+. This includes ākonga who are 'out' to their communities, as well as those who are not.
6. InsideOUT is a LGBTQIA+ youth organisation that provides advocacy and support services to the sector. They deliver free professional development training to schools on LGBTQIA+ issues and creating inclusive school environments. They are also the regular recipients of sector queries and requests for assistance regarding LGBTQIA+ students' experiences in school.
7. In early 2020, the Ministry signed a funding agreement with InsideOUT which allowed them to develop resources for schools and teachers based on common requests for support from the sector, and to assist the sector in their delivery of professional development.
8. Through this agreement, InsideOUT developed a suite of print and digital resources. These were completed in September 2021 and released alongside the refreshed Relationships and Sexuality Education Guidelines. A fourth resource, *Ending rainbow-focused bullying and discrimination: A workbook for schools creating inclusive and caring learning environments for all students* (see Annex 1) has now been developed and will be officially released by InsideOUT during the week beginning 15 May.
9. The Workbook provides schools with practical advice and frameworks they can use to help schools create environments free from rainbow-focused bullying and discrimination. The content references have been carefully aligned with the Ministry's advice on bullying prevention and response provided through the Bullying-Free NZ website, as well as the Relationships and Sexuality Education guides and Inclusive Education guide for supporting LGBTQIA+ learners.
10. The content of the Workbook is organised in three main sections as:
  - Section 1: **Understanding the experiences of rainbow students** focuses on building understanding of rainbow-focused bullying and discrimination. It includes examples of the experiences of rainbow children and young people at schools alongside their hopes for the future.
  - Section 2: **Preventing and responding to rainbow-focused bullying and discrimination** suggests actions school staff can take to create inclusive learning environments for rainbow students. It includes discussion starters and activities that

---

<sup>1</sup> [He Whakaaro: What do we know about discrimination in schools? | Education Counts](#)

school staff can use to develop their understanding of rainbow-focused bullying and discrimination and how to prevent them.

- Section 3: **Implementing a whole-school approach to preventing rainbow-focused bullying** describes how the five steps of the Bullying-Free NZ roadmap can be used to support a collaborative whole-school approach to preventing and responding to rainbow-focused bullying.
11. While the Workbook is InsideOUT-branded it contains an acknowledgement of support from the Ministry of Education with the Ministry logo on the inside cover. While some of the content is clearly tailored to secondary schools it is also suitable for use by staff of primary and intermediate schools.

### Release, distribution and promotion of the Workbook

---

12. In conjunction with Pink Shirt Day celebrations this Workbook will be released by InsideOUT during the week beginning 15 May 2023 in both PDF (online) and hardcopy.
13. Physical copies of the Workbook will be distributed to state and state integrated New Zealand schools, as well as specialist supports such as Resource Teachers: Learning and Behaviour, School-Wide Practitioners and Curriculum Leads.
14. A Ministry cover letter will be included in the distribution of the Workbook to schools as part of a comprehensive communications plan to build awareness of the resource and the issues it addresses.
15. Information and relevant links to the Workbook will also be included on the Bullying-Free NZ and TKI Inclusive Education websites at the time of distribution and additional hardcopies will be available for schools to order through InsideOUT and Down the Back of the Chair websites.

### Key Risks and Mitigation

---

16. The release of the previous three InsideOUT resources has given rise to limited anti-LGBTQIA+ correspondence directed at the Ministry. We expect the distribution of the Workbook to all New Zealand schools may result in further correspondence of this nature.
17. In recognition of this possibility, we have developed strong messaging on the Ministry position of acceptance of all learners including learners who are sex, sexuality, and gender diverse and what schools can do to prevent and respond to bullying.
18. Our communication approach will include sharing of key messages as well as frequently asked questions and responses for regional offices to use to address any queries or complaints they might receive.

## Next Steps

---

19. Pink Shirt Day on 19 May, provides an excellent opportunity to show support for the wellbeing of rainbow learners and to promote the Workbook as a resource schools can use to help create safe, inclusive environments.
20. We will liaise with your office regarding possibilities for you to be involved in celebrating Pink Shirt Day and the release of the Workbook, and regarding necessary communications.

Proactively Released

## 21. Annexes

Annex 1: InsideOut resource: *Ending rainbow-focused bullying and discrimination – a workbook for schools creating inclusive and caring learning environments*

Proactively Released

pages 7-66 are withheld under section 18(d)

