

	Risk Description	Controls in Place	Current Impact	Current Likelihood	Current Risk Score	Actions Planned	Controls Confidence Level	Target Impact	Target Likelihood	Target Risk Score	Target Date	Risk Owner
1	<p>Commitment to achieve LGBT Inclusive Education</p> <p>Risk: Implementation not achieved by March 2021.</p> <p>Impact: Improved outcomes for children and young people not realised.</p> <p>Impact: Failure to meet publically announced timetable.</p>	<p>(1) Implementation Group established to monitor progress.</p> <p>(2) Action plan for implementation created.</p>	25	3	75		Substantial			0	Spring 2021	LGBT IE Implementation Group
3	<p>Spread of misinformation about trans identities and gender recognition</p> <p>Risk: negative social media and/or protests</p> <p>Impact: Reduced support for Trans pupils</p>	<p>(1) additional resources for supporting transgender pupils delivered through recommendations.</p> <p>(2) Commitment of Implementation Group members to champion trans inclusive education and challenge misinformation.</p>	25	3	75		Reasonable					LGBT IE Implementation Group
20-5 (covers 20-6, 20-7)	<p>Lead and resource a new basic awareness LGBT inclusion training course for all schools</p> <p>Risk: Financial resources required exceeds available budget.</p> <p>Impact: Delay to national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon the agreed model.</p> <p>(3) Scottish Government seeking procurement advice.</p> <p>(4) Scottish Government will engage with SCEL.</p> <p>(5) Pilot to be run and evaluated in 2020.</p>	25	3	75		Reasonable			0	Spring 2021	Scottish Government

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21-4	<p>Resource and invest in LGBT inclusive education initiatives</p> <p>Risk: Financial resources required exceeds available budget.</p> <p>Impact: Delay to publicised timescales for national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon agreed method of implementation.</p>	25	3	75		Reasonable			0	Spring 2021	Scottish Government
20-4	<p>National LGBT CLPL provision</p> <p>Risk: Financial resources required exceeds available budget.</p> <p>Impact: Delay to national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon the agreed model.</p>	25	2	50		Reasonable			0	Spring 2021	Scottish Government
19-5	<p>Engaging Young People with recommendations</p> <p>Risk: Ineffectual engagement could lead to young people being excluded from the implementation process.</p> <p>Impact: actions may have less impact on the</p>	<p>(1) Young People are represented on Implementation Group</p> <p>(2) An outline proposal has been agreed for engaging Children and Young People in phase one (2019).</p> <p>(3) A sub group has been established to develop engagement options.</p> <p>(4) Progress monitored by</p>	25	2	50		Reasonable			0	Winter 2019-20	Scottish Government
2	<p>Spread of misinformation about LGBT inclusion</p> <p>Risk: Negative social media and/or school protests</p> <p>Impact: Reduced support for implementation</p> <p>Impact: Reduced support for LGBT pupils.</p>	<p>(1) Objectives of LGBT inclusive education communicated widely through guidance to schools, training, engagement with young people and parents.</p> <p>(2) Commitment of Implementation Group members to champion LGBT inclusive education and challenge misinformation.</p>	10	3	30		Substantial					LGBT IE Implementation Group

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19-9 (covers 20-3)	LGBT inclusion within ITE Risk: Limited opportunities for LGBT inclusion are presented due to pressures on ITE teaching programme. Impact: New teachers receive little ITE on LGBT Inclusion.	(1) Scottish Government meeting with colleagues and ITE institution representatives to discuss effective ways of including LGBT IE outcomes within ITE. (2) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Winter 2020-21	Scottish Government
4	Brexit Risk: SG and LA resources are redirected to Brexit mitigation Impact: Delays to implementation	(1) Commitment of SG and COSLA to the delivery of the recommendations by March 2021. (2) Implementation Group established to monitor progress.	10	2	20		Reasonable					SG / COSLA
19-6 (covers 20-1, 20-2)	RSHP Guidance Review Risk: LGBT section is not completed/agreed within the timescales for the wider review. Impact: Delay to the publically announced timetable for launching the public consultation on the updated guidance.	(1) draft has been produced. (2) Standing item on Implementation Group agendas. (3) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Autumn 2019	Scottish Government

	Risk Description	Controls in Place	Current Impact	Current Likelihood	Current Risk Score	Actions Planned	Controls Confidence Level	Target Impact	Target Likelihood	Target Risk Score	Target Date	Risk Owner
1	<p>Commitment to achieve LGBT Inclusive Education</p> <p>Risk: Implementation not achieved by March 2021.</p> <p>Impact: Improved outcomes for children and young people not realised.</p> <p>Impact: Failure to meet publically announced timetable.</p>	<p>(1) Implementation Group established to monitor progress.</p> <p>(2) Action plan for implementation created.</p>	25	3	75		Substantial			0	Spring 2021	LGBT IE Implementation Group
3	<p>Spread of misinformation about trans identities and gender recognition</p> <p>Risk: negative social media and/or protests</p> <p>Impact: Reduced support for Trans pupils</p>	<p>(1) additional resources for supporting transgender pupils delivered through recommendations.</p> <p>(2) Commitment of Implementation Group members to champion trans inclusive education and challenge misinformation.</p>	25	3	75		Reasonable					LGBT IE Implementation Group
20-5 (covers 20-6, 20-7)	<p>Lead and resource a new basic awareness LGBT inclusion training course for all schools</p> <p>Risk: Financial resources required exceeds available budget.</p> <p>Impact: Delay to national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon the agreed model.</p> <p>(3) Scottish Government seeking procurement advice.</p> <p>(4) Scottish Government will engage with SCEL.</p> <p>(5) Pilot to be run and evaluated in 2020.</p>	25	3	75		Reasonable			0	Spring 2021	Scottish Government

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21-4	<p>Resource and invest in LGBT inclusive education initiatives</p> <p>Risk: Financial resources required exceeds available budget.</p> <p>Impact: Delay to publicised timescales for national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon agreed method of implementation.</p>	25	3	75		Reasonable			0	Spring 2021	Scottish Government
20-4	<p>National LGBT CLPL provision</p> <p>Risk: Financial resources required exceeds available budget.</p> <p>Impact: Delay to national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon the agreed model.</p>	25	2	50		Reasonable			0	Spring 2021	Scottish Government
19-5	<p>Engaging Young People with recommendations</p> <p>Risk: Ineffectual engagement could lead to young people being excluded from the implementation process.</p> <p>Impact: actions may have less impact on the</p>	<p>(1) Young People are represented on Implementation Group</p> <p>(2) a sub group has been formed to plan engagement events</p> <p>(3) national engagement event to be run in Spring 2020, followed by a programme of regional engagement events</p>	25	1	25		Substantial			0	Winter 2019-20	Scottish Government
2	<p>Spread of misinformation about LGBT inclusion</p> <p>Risk: Negative social media and/or school protests</p> <p>Impact: Reduced support for implementation</p> <p>Impact: Reduced support for LGBT pupils.</p>	<p>(1) Objectives of LGBT inclusive education communicated widely through guidance to schools, training, engagement with young people and parents.</p> <p>(2) Commitment of Implementation Group members to champion LGBT inclusive education and challenge misinformation.</p>	10	3	30		Substantial					LGBT IE Implementation Group

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19-9 (covers 20-3)	LGBT inclusion within ITE Risk: Limited opportunities for LGBT inclusion are presented due to pressures on ITE teaching programme. Impact: New teachers receive little ITE on LGBT Inclusion.	(1) Proposal aged by Implementation Group for engagement with ITE institutions via round-table meeting in spring 2020 (2) SG meeting with GTCS to discuss inclusion in professional standards for teacher registration (2) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Winter 2020-21	Scottish Government
4	Brexit Risk: SG and LA resources are redirected to Brexit mitigation Impact: Delays to implementation	(1) Commitment of SG and COSLA to the delivery of the recommendations by March 2021. (2) Implementation Group established to monitor progress.	10	2	20		Reasonable					SG / COSLA
19-6 (covers 20-1, 20-2)	RSHP Guidance Review Risk: LGBT section is not completed/agreed within the timescales for the wider review. Impact: Delay to the publically announced timetable for launching the public consultation on the updated guidance.	(1) draft has been produced. (2) Standing item on Implementation Group agendas. (3) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Autumn 2019	Scottish Government

	Risk Description	Controls in Place	Current Impact	Current Likelihood	Current Risk Score	Actions Planned	Controls Confidence Level	Target Impact	Target Likelihood	Target Risk Score	Target Date	Risk Owner
20-4 and 20-5 (covers 20-6, 20-7)	<p>Lead and resource a new basic awareness LGBT inclusion training course for all schools & establish a national LGBT CLPL provision</p> <p>Risk: resources required exceed those available budget.</p> <p>Impact: Delay to national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon the agreed model.</p> <p>(3) Cost neutral proposal to be discussed by Implementation Group.</p> <p>(4) Scottish Government will engage with SCEL.</p>	25	4	100		Reasonable			0	Spring 2021	Scottish Government
21-4	<p>Resource and invest in LGBT inclusive education initiatives</p> <p>Risk: resources required exceed those available.</p> <p>Impact: Delay to publicised timescales for national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon agreed method of implementation.</p>	25	4	100		Reasonable			0	Spring 2021	Scottish Government
1	<p>Commitment to achieve LGBT Inclusive Education</p> <p>Risk: Implementation not achieved by March 2021.</p> <p>Impact: Improved outcomes for children and young people not realised.</p> <p>Impact: Failure to meet publically announced timetable.</p>	<p>(1) Implementation Group established to monitor progress.</p> <p>(2) Action plan for implementation created.</p>	25	3	75		Substantial			0	Spring 2021	LGBT IE Implementation Group

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2	<p>Spread of misinformation about trans identities and gender recognition</p> <p>Risk: negative social media and/or protests</p> <p>Impact: Reduced support for Trans pupils</p>	<p>(1) additional resources for supporting transgender pupils delivered through recommendations.</p> <p>(2) Commitment of Implementation Group members to champion trans inclusive education and challenge misinformation.</p>	25	3	75		Reasonable					LGBT IE Implementation Group
2	<p>Spread of misinformation about LGBT inclusion</p> <p>Risk: Negative social media and/or school protests</p> <p>Impact: Reduced support for implementation</p> <p>Impact: Reduced support for LGBT pupils.</p>	<p>(1) Objectives of LGBT inclusive education communicated widely through guidance to schools, training, engagement with young people and parents.</p> <p>(2) Commitment of Implementation Group members to champion LGBT inclusive education and challenge misinformation.</p>	10	3	30		Substantial					LGBT IE Implementation Group
19-5	<p>Engaging Young People with recommendations</p> <p>Risk: Ineffectual engagement could lead to young people being excluded from the implementation process.</p> <p>Impact: actions may have less impact on the lives of children and young people.</p>	<p>(1) Young People are represented on Implementation Group</p> <p>(2) a sub group has been formed to plan engagement events</p> <p>(3) national engagement event to be run in Spring 2020, followed by a programme of regional engagement events</p> <p>(4) Progress monitored by Implementation Group.</p>	25	1	25		Substantial			0	Winter 2019-20	Scottish Government

	Risk Description	Controls in Place	Current Impact	Current Likelihood	Current Risk Score	Actions Planned	Controls Confidence Level	Target Impact	Target Likelihood	Target Risk Score	Target Date	Risk Owner
19-9 (covers 20-3)	LGBT inclusion within ITE Risk: Limited opportunities for LGBT inclusion are presented due to pressures on ITE teaching programme. Impact: New teachers receive little ITE on LGBT Inclusion.	(1) Proposal aged by Implementation Group for engagement with ITE institutions via round-table meeting in spring 2020 (2) LGBT IG response to GTCS teaching standards consultation submitted. (2) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Spring 2020	Scottish Government
3	Brexit Risk: SG and LA resources are redirected to Brexit mitigation Impact: Delays to implementation	(1) Commitment of SG and COSLA to the delivery of the recommendations by March 2021. (2) Implementation Group established to monitor progress.	10	2	20		Reasonable					SG / COSLA
19-6 (covers 20-1, 20-2)	RSHP Guidance Review Risk: LGBT section is not completed/agreed within the timescales for the wider review. Impact: Delay to the publically announced timetable for launching the public consultation on the updated guidance.	(1) draft has been produced. (2) Standing item on Implementation Group agendas. (3) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Spring 2020	Scottish Government

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2	<p>Spread of misinformation about trans identities and gender recognition</p> <p>Risk: negative social media and/or protests</p> <p>Impact: Reduced support for Trans pupils</p>	<p>(1) additional resources for supporting transgender pupils delivered through recommendations.</p> <p>(2) Commitment of Implementation Group members to champion trans inclusive education and challenge misinformation.</p> <p>(3) Parental advice being prepared</p> <p>(4) Preemptive comms planned around launch of public consultation on new RSHP guidance</p>	50	3	150		Reasonable					LGBT IE Implementation Group
20-4 and 20-5 (covers 20-6, 20-7)	<p>Lead and resource a new basic awareness LGBT inclusion training course for all schools & establish a national LGBT CLPL provision</p> <p>Risk: resources required exceeds those available</p> <p>Impact: Delay to national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon the agreed model.</p> <p>(3) Cost neutral proposal to be discussed by Implementation Group.</p> <p>(4) Scottish Government will engage with SCEL.</p>	25	4	100		Reasonable			0	Spring 2021	Scottish Government
21-4	<p>Resource and invest in LGBT inclusive education initiatives</p> <p>Risk: resources required exceeds those available.</p> <p>Impact: Delay to publicised timescales for national delivery.</p>	<p>(1) Progress monitored by Implementation Group.</p> <p>(2) Budget implications dependant upon agreed method of implementation.</p>	25	4	100		Reasonable			0	Spring 2021	Scottish Government

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1	<p>Commitment to achieve LGBT Inclusive Education</p> <p>Risk: Implementation not achieved by March 2021.</p> <p>Impact: Improved outcomes for children and young people not realised.</p>	<p>(1) Implementation Group established to monitor progress.</p> <p>(2) Action plan for implementation created.</p>	25	3	75		Substantial			0	Spring 2021	LGBT IE Implementation Group
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19-5	<p>Engaging Young People with recommendations</p> <p>Risk: Ineffectual engagement could lead to young people being excluded from the implementation process.</p> <p>Impact: actions may have less impact on the lives of children and young people.</p>	<p>(1) Young People are represented on Implementation Group</p> <p>(2) a sub group has been formed to plan engagement events</p> <p>(3) national engagement event to be run in Spring 2020, followed by a programme of regional engagement events</p> <p>(4) Progress monitored by Implementation Group.</p>	25	1	25		Substantial			0	Winter 2019-20	Scottish Government

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19-9 (covers 20-3)	LGBT inclusion within ITE Risk: Limited opportunities for LGBT inclusion are presented due to pressures on ITE teaching programme. Impact: New teachers receive little ITE on LGBT Inclusion.	(1) Proposal aged by Implementation Group for engagement with ITE institutions via round-table meeting in spring 2020 (2) LGBT IG response to GTCS teaching standards consultation submitted. (2) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Spring 2020	Scottish Government
3	Brexit Risk: SG and LA resources are redirected to Brexit mitigation Impact: Delays to implementation	(1) Commitment of SG and COSLA to the delivery of the recommendations by March 2021. (2) Implementation Group established to monitor progress.	10	2	20		Reasonable					SG / COSLA
19-6 (covers 20-1, 20-2)	RSHP Guidance Review Risk: LGBT section is not completed/agreed within the timescales for the wider review. Impact: Delay to the publically announced timetable for launching the public consultation on the updated guidance.	(1) draft has been produced. (2) Standing item on Implementation Group agendas. (3) Progress monitored by Implementation Group.	10	2	20		Reasonable			0	Spring 2020	Scottish Government