LGBT CHARTER FOR EDUCATION

Your journey to lesbian, gay, bi and trans inclusion

LGBT CHARTER

LGBT YOUTH SCOTLAND

"The Charter is an extremely supportive way to develop inclusive policy, practice, visibility and training within your organisation in order to support both LGBTQ staff and students. This has provided opportunity for both staff and students to work together, have open supportive discussions, find ways of alleviating unnecessary pressures and finding supportive ways to provide a supportive environment for people to be themselves, seek advice, support and feel comfortable that they are in a safe environment where staff and students can understand each other. The training and action planning provided opportunity to actively evaluate current practice and implement developmental activities and make supportive changes for the better. The Gold Charter Mark highlights our commitment as an organisation to be inclusive for all and support the LGBTQI community."
– West Lothian College and West Lothian College Students' Association

WHAT IS THE LGBT CHARTER FOR EDUCATION?

The LGBT Charter is a straight-forward, online programme that enables your education setting to proactively improve LGBTQ+ inclusion for staff and learners. This includes LGBTQ+ inclusive teaching and learning, and supporting and better understanding the experiences of your LGBTQ+ learners. LGBTQ+ stands for lesbian, gay, bisexual, trans, queer & questioning, and the positive '+' aims to represent and respect everything on the gender and sexuality spectrum.

The programme has been developed to support your education setting to undertake training and review policies, practice and resources to make sure that you're not only meeting legislative needs but are as inclusive as you can be.

You will be guided through the programme with the help of our expert facilitators and your dedicated LGBT Charter Manager who will be there to advise you throughout the process.

Being awarded our LGBT Charter enables you to send a positive message, with confidence, that your education setting is a champion of LGBTQ+ inclusion where LGBTQ+ staff, parents and learners will be safe, supported and included.

The LGBT Charter makes a clear statement that equality and diversity are at the heart of your education setting.

"The effort that has gone into achieving the LGBT Charter has been transformative and powerful to our school. Staff and students at the school have worked collaboratively to create an even more inclusive learning environment for all and I personally feel very proud to be part of a community who value representation and student voice."
– Senior Leader in School

SHOULD WE DO IT?

Despite the legal duties placed on education settings to be inclusive, safe and respectful environments for all young people, it is clear that for some young people in education this is not the case.

Our recent Life In Scotland survey (2022) revealed that **13%** of lesbian, gay and bisexual young people and **19%** of transgender young people left education as a result of homophobia, biphobia or transphobia in the learning environment.

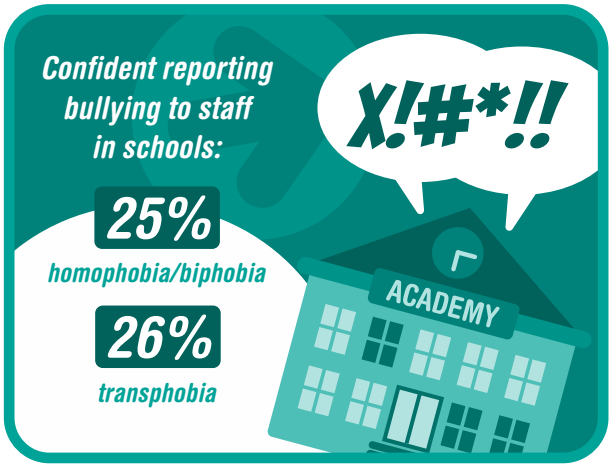
Also **21%** of neurodivergent LGBTQ+ young people reported leaving school as a result of this discrimination.

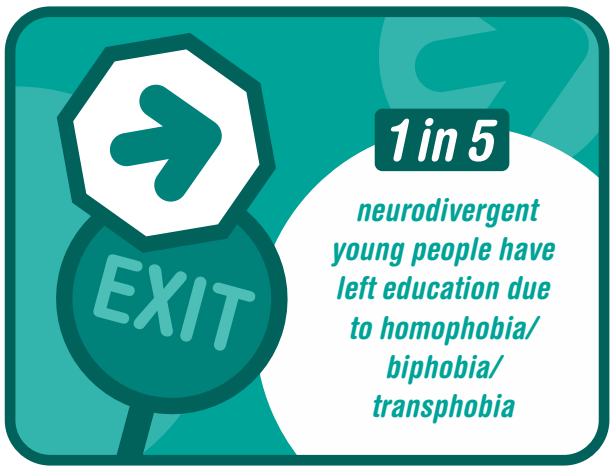
70% of LGBTQ+ young people who experienced bullying told us that it had a negative impact on their educational experience and **46%** told us it also impacted on their educational attainment.

10% of LGBTQ+ young people rated their school experience as good.

The LGBT Charter for Education confidently aligns with the four capacities of Curriculum for Excellence to ensure all young people become confident individuals, effective contributors, responsible citizens and successful learners. When building the curriculum for your particular education setting, it is important to ensure your young people are represented throughout. The curriculum is defined as 'the totality of all that is planned for across the four contexts for learning' and the LGBT Charter for Education sits firmly within the area of 'Ethos and Life of the School and Community'.

The LGBT Charter for Education will improve your education setting's knowledge and confidence to challenge prejudice and proactively create an inclusive environment where LGBTQ+ people are valued. The programme supports your education setting to achieve equity in education and reduce barriers to learning for LGBTQ+ young people.





LGBT CHARTER – THE AWARDS

There are four LGBT Charter awards available:

Foundations – for local authority teams with the remit of education with a focus on developing tools and processes that can be used to increase inclusion across the local authority and local authority schools. And Further and Higher Education Main Campus and Senior Leadership Team.

Bronze, Silver and Gold – for education settings to develop policies, include professional enquiry and professional learning for practitioners, inclusive practice and young person participation. Bronze is the entry level and where we recommend starting with your first Charter journey. There is more detailed support and requirements at Silver and Gold levels.

LGBT CHARTER – GETTING IT RIGHT FOR EVERY CHILD

The LGBT Charter helps safeguard lesbian, gay, bisexual and transgender young people's rights.

LGBT YOUNG PEOPLE HAVE A RIGHT TO:

- BE THEMSELVES
- BE KEPT FROM HARM
- BE HEARD
- BE HEALTHY
- FORM RELATIONSHIPS
- PRIVACY
- EDUCATION
- BE CARED FOR

LGBTQ+ young people's rights are always at the centre of our work. The LGBT Charter of Rights acts as the pillar of the LGBT Charter and works to increase LGBTQ+ young people's awareness and confidence of their rights, and for educators to ensure those rights are reflected throughout the school's culture and processes.

The LGBT Charter of Rights is based on the Universal Declaration of Human Rights and The United Nations Convention on the Rights of the Child.

Article 2 of The United Nations Convention on the Rights of the Child (UNCRC) states that 'children's rights should be respected and ensured without discrimination of any kind'.

Article 3 states that the best interests of the child must be a top priority in all decisions and actions which affect them.

"In doing the LGBT Charter our school has had an increased support and understanding of helping young people to come out as LGBTQ+. The school also has made sure that the LGBTQ+ Community and LGBTQ+ Rights are more widely spoken about and given more attention – we have also found in classes there is less tolerance for homophobia, biphobia and transphobia." – Young Person

HOW DOES IT WORK?

SIGNING UP IS EASY

- Visit our website and complete the registration form: **lgbtyouth.org.uk/supporting-inclusive-education/**
- A member of our team will confirm your registration and issue your invoice for payment.
- Your LGBT Charter Manager will arrange a meeting with you to introduce you to the programme and agree which award you will work towards.
- You will be issued your LGBT Charter Portfolio upload link and guidance on completing the Charter Standards.

Your LGBT Charter Manager will then guide you through the step-by-step programme ensuring that you meet the LGBT Charter Standards across the following areas:

- **Policy** – review and update relevant policies with a particular focus on homophobic, biphobic and transphobic bullying and the Equality Act 2010.
- **Practice** – using the action plan, young people's voice and the staff champion group start to put policies into action, visit the LGBTQ+ cultural calendar, engage with your community and ensure the values are inclusive for all.
- **Visibility** – promote your LGBT Charter journey and make sure relevant resources are inclusive.
- **Monitoring and Evaluation** – have processes in place to monitor your progress and consult with staff, parents and young people about their awareness and understanding of LGBTQ+ matters.

TRAINING

- **Bronze level**: a self-directed LGBTQ+ Awareness training (120 minutes) and Charter Manager led workshop (90 minutes) will support practitioners to not only increase LGBTQ+ Education knowledge and understanding but will allow the opportunity to create an action plan in line with your improvement plan to support the implementation of LGBTQ+ Education in your setting.
- **Silver Level**: As above with additional Supporting Transgender Pupils In Schools training (120 minutes) and Charter Manager led live workshop (90 minutes) for Pastoral Staff and Senior Leadership Team. This training is modelled on the Scottish Government's *Supporting Transgender Young People In Schools: Guidance for Scottish Schools (2021*) document.
- **Gold level**: as above with additional Supporting Transgender Pupils In Schools training (120 minutes) and Charter Manager led live workshop (90 minutes) for ***all*** staff.

HINTS & TIPS

- The programme takes 18 months for Bronze/ Silver and 24 months for Gold to complete.
- Make sure you have support from Senior Leadership to help you make any changes, particularly to policies.
- Get the right team on your champion group to help you engage staff and learners.
- Two starting cohorts: January or August.

"I have found that throughout the school's LGBT Charter journey, the school has become more open and teachers have an increased confidence in challenging all forms of homophobia, biphobia and transphobia." – Teacher

PRICING

PRIMARY AND SECONDARY EDUCATION

	<250 PUPILS	<500 PUPILS	>500 PUPILS	LOCAL AUTHORITY
BRONZE	£850	£1,000	£1,250	N/A
SILVER	£925	£1,125	£1,375	N/A
GOLD	£1,000	£1,250	£1,500	N/A
FOUNDATIONS	N/A	N/A	N/A	£1,500

FURTHER AND HIGHER EDUCATION – departments and unions

	ALL
BRONZE	£1,750
SILVER	£1,875
GOLD	£2,000

FURTHER AND HIGHER EDUCATION – full campus and senior leaders

	1–400 STAFF LICENCES	400–800 STAFF LICENCES
FOUNDATIONS	£2,850	£5,700

Bronze/Silver/Foundation fee includes one standard training session at the required LGBT Charter Award and 18 months of support from LGBT Youth Scotland. Gold fee includes the above training and Supporting Transgender Young People in Schools session and 24 months of support from LGBT Youth Scotland. The Local Authority figure is for the central education team and not schools.

SPONSORSHIP

Does your education setting already work in partnership with a local company who may be interested in sponsoring you to undertake the LGBT Charter? They can find out more information about becoming a sponsor on our website: **lgbtyouth.org.uk/supporting-inclusive-education/**

SCHOOL CLUSTERS

If your local authority has funding for multiple schools to undertake the LGBT Charter please contact us to discuss pricing: **lgbtcharter@lgbtyouth.org.uk**

CASE STUDY

BARRHEAD HIGH

Barrhead High has always had equality at the heart of everything we do. With an increasingly diverse school community and with pupil voice being central to everything we do, we decided to strive to achieve the LGBT Charter award to demonstrate the hard work and commitment we have to all of our young people.

One of our first realisations on our journey towards achieving the charter was the willingness of all members of our school community to engage and ask questions about gender and sexuality. Our staff in particular were committed to engage with the training and discuss their learning with each other and the young people in their care. As staff, we agreed an initial focus on sharing our pronouns on our classroom doors or boards in order to signal our shared vision and determination to inspire our community: we created posters and shared them around the school to raise visibility and awareness. Each of these initiatives opened up lines of communication which were hidden before and created an ethos where LGBTQ+ visibility was normalised and accepted.

Our learners and LGBTQ+ ambassadors were determined to carry the message of equality and acceptance to their peers. As part of this our young people presented at year group assemblies about discrimination and what is feels like to be part of the LGBTQ+ community at Barrhead High. Their presentations were brave and inspirational. Through their actions an acceptance and understanding grew among the pupils and staff of what it means to be an LGBTQ+ inclusive community. Indeed, pupil feedback paints a picture of a school that has become a brighter and safer community for all.

"I believe that achieving the LGBT Charter is incredibly important for our school community, and it is good to show examples to other schools across the country. It shows that we are fully supported by most in the school, we are a safe place for those that need to speak to anyone." – Barrhead High Student

ROYAL HIGH

"About a year ago, an LGBTQ+ club started and immediately people joined. Around 30 people showed up every Wednesday to ask questions, get help or advice and be around people who actually knew what it was like, who understood what they were going through. We raised money for various LGBTQ+ charities, we had a craft day and there was a sense of community. To be able to actually make a difference is something very important to me, and a lot of people. We now have pride flags up in the reception area, one of the first things visitors see when they come to the Royal High. There have been changes in SE to reflect all types of relationships, teachers sign their emails with their pronouns and the language used by staff is far more inclusive. Participating in the LGBT Charter has allowed us to give our opinions on different subjects and be valued." – Royal High Edinburgh Student

"Gaining the LGBT Charter this year has been a huge step forward – I think that many young people feel more comfortable in being themselves and more confident about asking for support. I also like that the work towards the LGBT Charter has made me question my own understanding of all the different labels you could choose to describe yourself and to examine whether I have any unconscious bias in my views." – Teacher

"Great for embedding practices, makes you consider parts of your service that you haven't considered yet, changes have been meaningful and approach has been holistic, [our] charter manager has been fantastic, supportive and offered great contacts." – City of Glasgow College Students' Association

"Doing the LGBT Charter training was both invaluable as a refresher and empowering as a gay identifying teacher. It provided platforms that promoted discussion amongst participants that allowed for not just covering the material, but understanding the implications, ramifications and benefits doing such a course provides." – Teacher from Wick High School

"Being part of the student team who initiated going for the Charter Mark, I am really proud to be able to do this, not just for myself as an LGBT student, but also for all the other students, to let them know that they matter, they have a voice and they have rights." – LGBT+ Students Officer

lgbtyouth.org.uk

@lgbtys

LGBT YOUTH SCOTLAND

LGBT Youth Scotland is a company limited by guarantee (SC244805) and a registered charity (SC024047)

Design: www.createpod.com