

LGBT
schools
CHARTER
of rights

Award Standards



Your journey to lesbian, gay, bisexual
and transgender equality and inclusion
in Scottish schools



LGBT YOUNG PEOPLE'S RIGHTS

LGBT young people can face discrimination on a daily basis, in the street, at home and at school. LGBT Youth Scotland's 2012 survey, Life in Scotland for LGBT Young People: Education Report, found that 69% of respondents had experienced homophobic or biphobic bullying at school, and transgender young people faced an even tougher time, with 77% of respondents experiencing homophobic, biphobic or transphobic bullying in school.

The impact of this experience was that 14.3% of all LGBT young people had left education as a result, rising to 42.3% for those who had experienced transphobic bullying. Further to this, 10% of young people who had not directly experienced bullying, but had witnessed homophobia, biphobia and transphobia within their educational establishment had left as a result of this climate. These figures are all too high and provide an impetus for us to work together to ensure young people are afforded their right to an education, which supports pupils to learn in a safe and supportive environment, free from discrimination.

The past twenty years has seen significant legal change for LGBT people in the UK to almost full legal equality. That includes marriage equality, gender recognition for transsexual people, hate crime legislation, same-sex couple adoption and crucially the Equality Act, which provides LGBT young people with various rights to an education free from discrimination. Social attitudes have also improved with 27% of people in Scotland believing that same sex relationships are always or mostly wrong in 2010; compared with 48% in 2000.

However, social attitudes towards transgender people remain some of the most negative with 49% of people in Scotland saying that they would be unhappy about a family member forming a relationship with someone who has transitioned gender.

Young people are also still experiencing very negative attitudes within a school environment. More than half of LGBT young people surveyed by us stated that their experience of homophobic or biphobic bullying had negatively impacted on their education, rising to a staggering 88% of those who had experienced transphobic bullying.

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*'. However discrimination and prejudice towards LGBT people combined with a general lack of knowledge about LGBT issues still exists. This often results in LGBT people being excluded and isolated in communities and a society which can be prejudiced and judgemental. School can be an environment where that is challenged and LGBT young people feel safe and supported. Working towards the LGBT Schools Charter will help LGBT young people feel Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, and Included.



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*For Local Authority Education Departments

1 SIGN-UP

Champion identified

Sign-up and baseline survey completed



2 CHAMPION IDENTIFIED

Champion group identified

Quarterly champion group meetings held to discuss progress and actions
Action plan developed shortly after receiving LGBT awareness training

	Foundations	Bronze	Silver	Gold
Minimum of 4 staff members, including principal teachers/senior managers	✓	✓	✓	✓
Minimum of 2 staff members and 2 pupils	✓	✓	✓	✓
Minimum of 2 staff members (including principal teacher/DHT/HT) and 2 pupils	✓	✓	✓	✓
Minimum of 2 staff members (including principal teacher/DHT/HT) and 2 pupils	✓	✓	✓	✓

3 TRAINING

All champions must receive LGBT awareness training from LGBT Youth Scotland
Staff must receive LGBT awareness training from LGBT Youth Scotland (min 3.5 hours)

Staff to receive briefing, sharing key lessons learned from LGBT awareness training

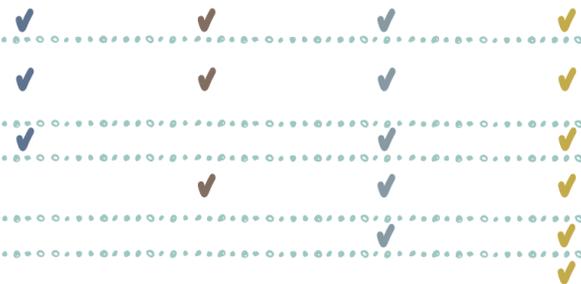
	Foundations	Bronze	Silver	Gold
Minimum of 3.5 hours	✓	✓	✓	✓
Senior/Operational Management Team or similar	✓	✓	✓	✓
20% of all staff	✓	✓	✓	✓
70% of all staff	✓	✓	✓	✓
Minimum of 3.5 hours	✓	✓	✓	✓
20% of all staff	✓	✓	✓	✓
Minimum of 1 day	✓	✓	✓	✓
40% of staff (including principal teacher/DHT/HT)	✓	✓	✓	✓
80% of all staff	✓	✓	✓	✓
Minimum of 1 day	✓	✓	✓	✓
70% of staff (including principal teacher/DHT/HT)	✓	✓	✓	✓
90% of all staff	✓	✓	✓	✓

All champions plus key identified staff receive a minimum of 3.5 hours additional transgender awareness training from LGBT Youth Scotland
School to offer LGBT awareness briefing to parents and carers



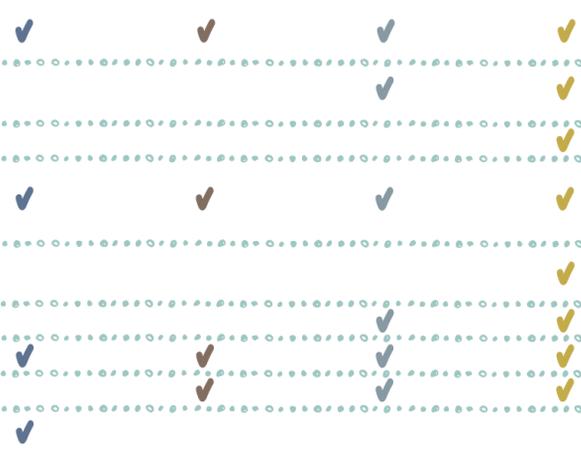
4 POLICY

All policies must meet the standards set out in the Equality Act (2010)
Anti-bullying policies must provide information on homophobic, biphobic and transphobic bullying or gender-based bullying and be guided by A National Approach to Anti-Bullying for Scotland's Children and Young People
All relevant policies should consider LGBT people and make specific reference where necessary
Undertake an impact assessment of your policies and procedures specifically in relation to LGBT people
Involve young people in the development, review and improvement stages of policy
A minimum of 1 targeted LGBT policy is developed



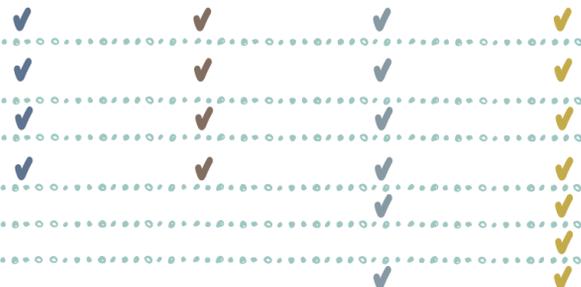
PRACTICE

Undertake at least 1 activity or campaign with young people on their right to experience an education free from prejudice and discrimination
Undertake at least 1 youth-led intervention programme with young people (i.e. peer education, youth advisory or LGBT allies groups).
Undertake at least 1 activity which specifically addresses the needs of transgender young people
Undertake activities/mark commemorative days/weeks/months relevant to LGBT people (LGBT History Month, Coming Out Day, Anti-Bullying Week, Trans Day of Remembrance, IDAHO – International Day Against Homophobia and Transphobia)
Provide evidence of LGBT safe spaces being considered within your school (changing rooms/gender neutral toilets/gender neutral PE classes)
Provide evidence of LGBT inclusion across different areas of the curriculum
Make links and contacts with your nearest or most relevant LGBT organisations
Provide evidence of referral mechanisms or signposting to any relevant LGBT organisations
Address IT issues which prevent young people from accessing LGBT related websites, including LGBT Youth Scotland



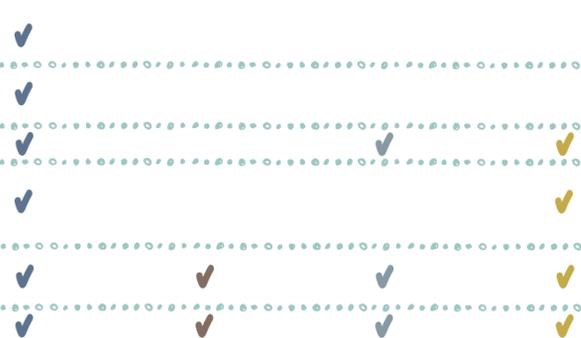
6 PROMOTIONAL MATERIALS AND RESOURCES

Website includes links to LGBT Youth Scotland and other relevant LGBT organisations (if online)
Posters and marketing materials for LGBT Youth Scotland and other relevant LGBT organisations made available (for staff and pupils)
LGBT Charter of Rights is visibly displayed in your school/headquarters and on-line if possible
Staff and pupils are made aware of your charter journey
Share your learning from your Charter journey with LGBT Youth Scotland or other local schools
Ensure your own resources are LGBT inclusive or develop your own
Provide evidence of LGBT inclusive books in your school library



7 MONITORING AND EVALUATION

Develop a framework which supports safe, confidential and appropriate monitoring of sexual orientation and gender identity for staff
At least 1 school in your local area must be signed up to undertake the bronze charter award prior to the point of charter evidence submission
Undertake equality and diversity workforce monitoring which is safe, confidential and appropriate
Undertake anonymous pupil surveys to capture experiences of bullying and prejudice, including specifically asking about sexual orientation, gender identity (secondary schools) and gender-based bullying (primary schools)
Undertake a staff and pupil consultation which assesses the needs of LGBT/families in your school
Identify improvements and next steps in your Charter journey



LGBT SCHOOLS CHARTER

LGBT Youth Scotland works hard to involve young people in the design and delivery of our work. The LGBT Schools Charter is rooted in the needs and experiences of LGBT young people, from our work with them over 25 years. An initial version of the LGBT Charter of Rights came from a youth project focused on the UNCRC and UDHR. Young people were supported to learn about their rights and create a list of any rights that were often not afforded to them because of prejudice and discrimination. LGBT Youth Scotland took this list of key rights and developed a programme to support and guide groups and organisations on their journey to LGBT equality and inclusion, with key changes and updates made to the process in 2012. We have further developed that programme to provide this schools specific resource, to meet the particular needs of schools and education authorities.

By raising awareness and increasing visibility of LGBT people, LGBT Youth Scotland is dedicated to ensuring that all LGBT people are valued, included and supported. Our experience shows us that where LGBT young people are involved in this process the greatest impact is made. The LGBT Schools Charter therefore puts young people at the heart of this process, with their involvement being crucial at each stage. We are supporting schools to work alongside young people in their school to create a supportive, inclusive environment for all young people, including LGBT young people.

The LGBT Schools Charter is a powerful, easy to use tool to help schools focus on the inclusion of LGBT young people. It helps demonstrate a school's commitment to LGBT pupils by supporting them to identify their rights. The LGBT Schools Charter will help schools look at their policy and practice, including their legislative obligations in the context of LGBT equality. Schools should display the Charter only when they have adequate mechanisms in place to validate and support it, such as inclusive anti-bullying policies and staff training and information available on LGBT issues.

By displaying the LGBT Charter of Rights, you will send a positive message to LGBT staff and pupils in your area that they are included, valued, supported and will be treated fairly when they attend your school. You will also make it clear to other pupils that equality and diversity is at the heart of your school ethos. Displaying the LGBT Schools Charter will also reassure people that your workplace is a safe and supportive place for LGBT people.

In working through your LGBT Schools Charter Mark you will develop your organisation's ability to ensure young people feel happy, safe, respected and included in the school environment as per the guidance set out in Curriculum for Excellence. It also is a recognisable and distinct measure to ensure you are meeting the needs of your GIRFEC responsibilities.

INFORMATION AND SUPPORT

A member of staff at LGBT Youth Scotland will help you identify which Charter award will be best for you: foundations, bronze, silver or gold, and help guide you through the process. The foundations award is aimed at education authorities at a 'corporate' level, signalling readiness and a commitment to making progress towards LGBT equality in education.

LGBT Youth Scotland is committed to supporting you on your journey towards inclusion and equality. The LGBT Schools Charter has practical steps to guide you through and demonstrate progress. You will have access to online resources and tools to impact assess the positive effect you will make on LGBT pupils. You will also have the opportunity to sign up to Charter training sessions and networking events with other Schools Charter clients. Welcome and good luck on behalf of the team at LGBT Youth Scotland!

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LGBT Youth Scotland is the largest youth and community-based organisation for lesbian, gay, bisexual and transgender (LGBT) people in Scotland.

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