



**LGBT**

**SCHOOLS  
CHARTER**

Your journey to lesbian,  
gay, bisexual and  
transgender inclusion

[lgbtyouth.org.uk/schoolscharter](http://lgbtyouth.org.uk/schoolscharter)

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**LGBT** ✕  
**YOUTH** ●  
• **SCOTLAND**

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**AWARD STANDARDS**

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Foundations for Local Authority Education Departments



	Foundations	Bronze	Silver	Gold
<b>1. LEADERSHIP</b>				
1.1 Baseline survey completed	●	●	●	●
1.2 Champion group identified	Minimum of 4 staff, including principal teachers/senior managers	Minimum of 2 staff and 2 pupils	Minimum of 2 staff, including principal teacher/DHT/HT and 2 pupils	Minimum of 2 staff, including principal teacher/DHT/HT and 2 pupils
1.3 Quarterly champion group meetings held to discuss progress and actions	●	●	●	●
1.4 Undertake a staff and pupil consultation which assesses the needs of LGBT young people/families in your school	●	●	●	●
1.5 Action plan developed based on evidence and/or learning from LGBT Awareness Training	●	●	●	●
<b>2. TRAINING</b>				
2.1 Staff must receive 3.5 hour LGBT Awareness Training from LGBT Youth Scotland	Senior/Operational Management Team or similar	20% of all staff	40% of staff (to include principal teacher/DHT/HT)	60% of staff (to include principal teacher/DHT/HT)
2.2 Staff to receive briefing, sharing key lessons learned from LGBT Awareness Training	70% of all staff	70% of all staff	80% of all staff	90% of all staff
2.3 All champions plus key identified staff receive a minimum of 3.5 hours Supporting Trans Young People Training from LGBT Youth Scotland				●
2.4 School to offer LGBT Awareness Briefing to parents and carers				●
<b>3. POLICY</b>				
3.1 Policies must meet the standards set out in the Equality Act (2010)	●	●	●	●
3.2 Anti-bullying policies must provide information on homophobic, biphobic and transphobic bullying or gender-based bullying and be guided by <i>A National Approach to Anti-Bullying for Scotland's Children and Young People</i>	●	●	●	●
3.3 Relevant policies should consider LGBT people and make specific reference where necessary	●		●	●
3.4 Tools developed to support staff to undertake an impact assessment of their school	●			
3.5 Undertake impact assessment of policies and/or practice in relation to LGBT people	●	●	●	●
3.6 Involve young people in the development, review and improvement stages of policy			●	●
3.7 A minimum of 1 targeted LGBT policy is developed				●
<b>4. PRACTICE</b>				
4.1 Undertake at least 1 activity or campaign with young people on their right to experience an education free from prejudice and discrimination	●	●	●	●
4.2 Undertake at least 1 youth-led intervention programme with young people (i.e. peer education, youth advisory or LGBT allies groups).			●	●
4.3 Undertake at least 1 activity which specifically addresses the needs of transgender young people				●
4.4 Undertake activities/mark commemorative days/weeks/months relevant to LGBT people	●	●	●	●
4.5 Provide evidence of LGBT safe spaces being considered within your school (changing rooms/gender neutral toilets/gender neutral PE classes)				●
4.6 Provide evidence of LGBT inclusion across different areas of the curriculum		●	●	●
4.7 Provide evidence of referral mechanisms or signposting to any relevant LGBT organisations		●	●	●
4.8 Address IT issues which prevent young people from accessing LGBT related websites, including LGBT Youth Scotland	●			
<b>5. VISIBILITY</b>				
5.1 Website includes links to LGBT Youth Scotland and other relevant LGBT organisations (if online)	●	●	●	●
5.2 Posters and promotional materials for LGBT Youth Scotland and other relevant LGBT organisations made available (for staff and pupils)	●	●	●	●
5.3 LGBT Charter of Rights is visibly displayed in your school/headquarters and on-line if possible	●	●	●	●
5.4 Staff and pupils are made aware of your LGBT Charter journey	●	●	●	●
5.5 Share your learning from your LGBT Charter journey with LGBT Youth Scotland or other schools			●	●
5.6 Provide evidence of LGBT inclusive books in your school library			●	●
5.7 Ensure your own resources are LGBT inclusive or develop your own				●
<b>6. MONITORING AND EVALUATION</b>				
6.1 Develop a framework which supports safe, confidential and appropriate monitoring of sexual orientation and gender identity for staff	●			
6.2 At least 1 school in your local area must be signed up to undertake the Bronze Charter Award prior to the point of LGBT Charter evidence submission	●			
6.3 Undertake equality and diversity workforce monitoring which is safe, confidential and appropriate	●		●	●
6.4 Undertake anonymous pupil surveys to capture experiences of bullying and prejudice, including questions on homophobic, biphobic and transphobic bullying	●			●
6.5 Complete end evaluation and identify next steps in your LGBT Charter journey	●	●	●	●