



LGBT

SCHOOLS CHARTER

Your journey to lesbian,
gay, bisexual and
transgender inclusion



“I cannot fault the support we have been given, it has been second to none. Our LGBT Youth Scotland Charter Manager has always been at the end of the phone/email to answer any questions we have. It has been a pleasure working with them.”

– LGBT Charter Silver

WHAT IS THE LGBT CHARTER?

The LGBT Charter is a straight-forward programme that enables your school to proactively improve LGBT (lesbian, gay, bisexual and transgender) inclusion for staff and learners. This includes LGBT inclusive teaching and learning, and supporting and better understanding the experiences of your LGBT learners.

The programme has been developed to support your school 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 school is a champion of LGBT inclusion where LGBT 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 school.



“The award standards are clearly organised and tasks are outlined well. We had great support and advice from our LGBT Youth Scotland Charter Manager; this provided clear direction to progress areas on our journey.”

– LGBT Charter Foundations

SHOULD WE DO IT?

LGBT young people can have a particularly difficult time in school. They often suffer from homophobic, biphobic and/or transphobic bullying, can feel excluded, disrespected and even unsafe in our schools.

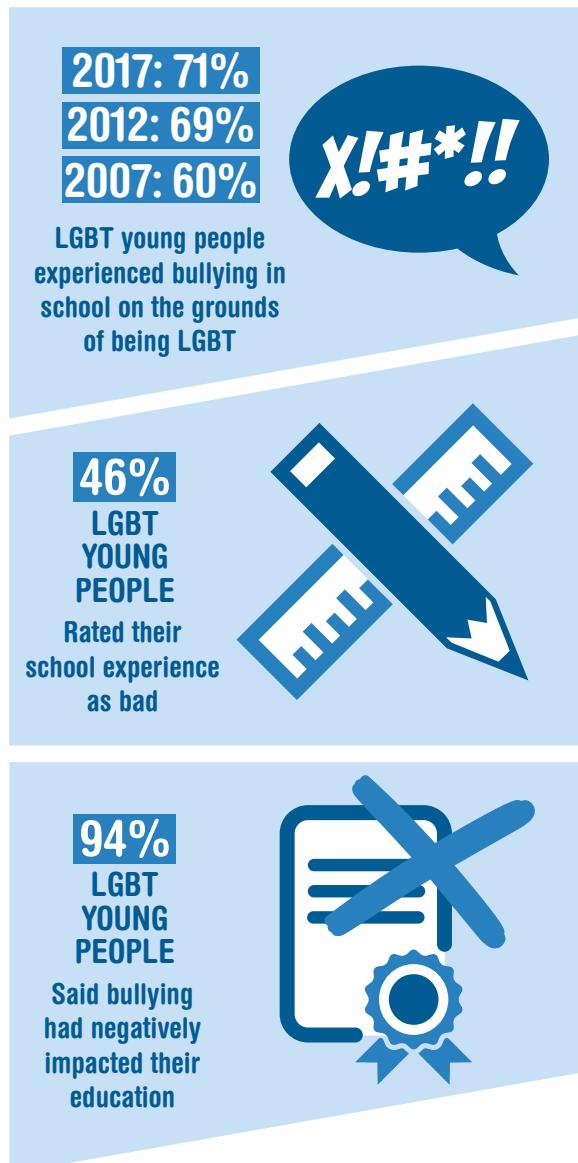
Despite the legal duties placed on schools to be inclusive, safe and respectful environments for all young people, it is clear that for some young people in school this is not the case.

Our recent Life In Scotland survey revealed that **9%** of LGBT young people and **27%** of transgender young people left education as a result of homophobia, biphobia, or transphobia in the learning environment. **63%** of LGBT young people who experienced bullying told us that it had a negative impact on their educational attainment.

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

Statistics:

Lough Dennell, B.L., Anderson, G. and McDonnell, D. (2018) *Life in Scotland for LGBT Young People*. LGBT Youth Scotland.



LGBT CHARTER – THE AWARDS



There are four LGBT Charter awards available:

Foundations – for local authority teams with the remit of education, schools and learners with a focus on developing tools and processes that can be used to increase inclusion across the local authority and local authority schools.

Bronze and Silver – for primary and secondary schools to support the development of policies, CPD for teachers, inclusive practice and learner participation.

Gold – similar to Bronze and Silver with increased focus on innovative practice and children and young people's rights.

LGBT CHARTER – GETTING IT RIGHT FOR EVERY CHILD

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

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

- LGBT YOUNG PEOPLE HAVE A RIGHT TO:**
- BE THEMSELVES**
- BE KEPT FROM HARM**
- BE HEARD**
- BE HEALTHY**
- FORM RELATIONSHIPS**
- PRIVACY**
- EDUCATION**
- BE CARED FOR**

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.

“The process has created a more LGBT inclusive environment and the confidence of our young people has increased so much throughout the process which is heartwarming to see.”

– LGBT Charter Bronze

HOW DOES IT WORK?

Signing up is easy:

- visit our website and complete the registration form
- 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:

- **Training** – LGBT awareness training is delivered to a percentage of your staff team dependent on the award you are working towards
- **Policy** – review and update relevant policies with a particular focus on homophobic, biphobic and transphobic bullying and the Equality Act 2010
- **Practice** – engage with the LGBT cultural calendar and LGBT communities in your area

- **Promotional Material and Resources** – 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 LGBT matters

Hints and tips

- the programme takes between a year and 18 months 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



PRICING



SCHOOL ROLE

< 250	N/A	£850	£850	£1,000
250 – 500	N/A	£1,000	£1,000	£1,250
> 500	N/A	£1,250	£1,250	£1,500
LOCAL AUTHORITY	£1,500	N/A	N/A	N/A

Fee includes one standard training session at the required LGBT Charter award level and 12-18 months of support from LGBT Youth Scotland. Charter portfolio must be submitted for review within 18 months. Additional training sessions charged at a standard rate. Award expires after 4 years.

School Clusters

If your local authority has funding for multiple schools to undertake the LGBT Charter please contact us to discuss pricing.

Sponsorship

Does your school 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/schoolscharter





CASE STUDIES

Downfield Primary School, LGBT Charter Bronze

“As a primary school, there was an overall misconception that the LGBT community existed but had no impact on us. However, this is – in fact – untrue. Whilst there was unspoken acceptance there was no real focus on equality and inclusion.

“Given the diversity of our school we realised there was a need for LGBT inclusion work to be done. We wanted our school to be inclusive of all.

A priority for us were the quick fixes which were easy to do but they sent a HUGE message to everyone, including creating a culture of challenging homophobic language. To allow staff to understand the impact of these changes training was arranged for all staff and everyone said they gained a lot of confidence from this session.

Through this process we also learned that children and parents are far more receptive and supportive than we initially thought. The support we've had has been overwhelming.

We now have a very different looking school for our LGBT community. Conversations are happening now openly without fear of being judged; individuals are able to be themselves.”

Cumbernauld Academy, LGBT Charter Silver

“We wanted to support the increasing LGBT community within our school. We faced challenges as we were not knowledgeable enough about how best to ensure our young people were included and supported on a daily basis in school.

“Our initial aim was to increase our knowledge in supporting trans young people. This very quickly led to us ensuring that the school became a more visibly inclusive environment where all of our pupils felt included and confident to be themselves.

The staff in general in the school became very passionate about ensuring our young people were made to feel included and supported in order to learn and fulfil their potential. The pupils also became very involved and passionate and we very quickly realised that the challenges we thought we may face would not present themselves.

The school has come a long way and we now have an environment which is visibly LGBT friendly. As a school we are now able to offer support to other local schools and have been doing so by sharing good practice.”



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To find out more and sign-up
for the LGBT Charter please visit
lgbtyouth.org.uk/schoolscharter

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