



Transgender Inclusion: In Education

Of Young people who identify as transgender:

- 80% have self-harmed;
- 64% are bullied for being LGBT in Britain's schools;
- 40% have attempted to take their own life;
- 15% have never felt optimistic about the future;
- 10% are subjected to death threats at school.

I'd been bullied in the past so it was just part of my existence. I started getting death threats online after I came out.

I've constantly been the victim of online Abuse and it's always anonymous.

It made me feel violated and awful, it created an overwhelming sense of guilt towards being trans, and increased the hatred I had for myself

- Gender identity, fluidity and transition are complex issues;
- Linked closely with a sense of self identity, well-being, worth and value.
- Within Education we need to offer pastoral support and a safe space for all staff and students who are exploring their gender identity, are transitioning or have transitioned.

Six Steps to take:

- Endorsement at Senior Level
- Policy or Process
- Identifying the need
- Pupils & Staff
- Approach to training
- Implementation & Audit

Transgender & the Law

The Equality Act 2010 outlines that gender reassignment is one of the 9 protected characteristics identified in law that cannot be discriminated against.



Click the link to watch a short film on the Equality Act

<https://youtu.be/VXLtKImtrvM>

- To be protected from gender reassignment discrimination, people do not need to have undergone any specific treatment or surgery to change from their birth sex to their preferred gender.
- This is because changing gender attributes is a personal process rather than a medical one.
- A person can be at any stage in the transition process – from proposing to reassign gender, to undergoing a process to reassign gender.

Course Content

Why do we need to consider this group of students?

- Statistics
- Definitions

Legislative Framework

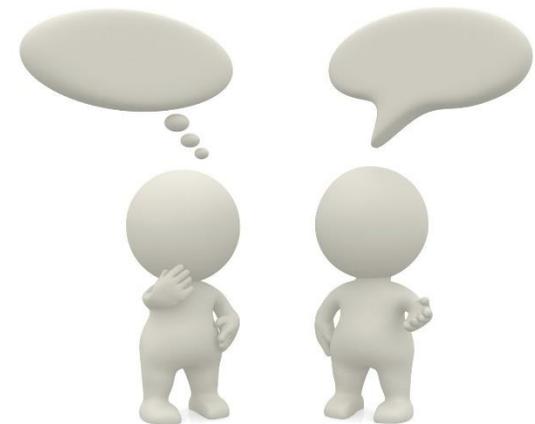
- Transgender & the Law
- The Equality Act 2010

Steps within our Academies

- 6 steps for each Academy

OCL Inclusion and Next Steps

What this course isn't is an in-depth look at trans rights and a discourse on modern society. It is looking at the practical steps we need to take to ensure that a group of students feel Included and welcomed into our provision.



So, how can we address this in our Academies?

- [Registration](#)
- [Parental Disagreement](#)
- [Support](#)
- [Names & Pronouns](#)
- [Uniforms](#)
- [Toilets & Changing facilities](#)
- [Teams & Group Work](#)
- [Disclosures](#)
- [Next Steps](#)



Next Steps

- Do you know if you have any Trans Students in you school?
- How is diversity reflected in your lessons especially the new RSE curriculum?
- What steps do you need to take to make your own practice more gender neutral?
- How do you record episodes of transphobic bullying or harassment?
- How are you going to make your setting more inclusive?

Action:

As a personal measure of solidarity and support - could you put your pronoun choice in your email auto-signature?

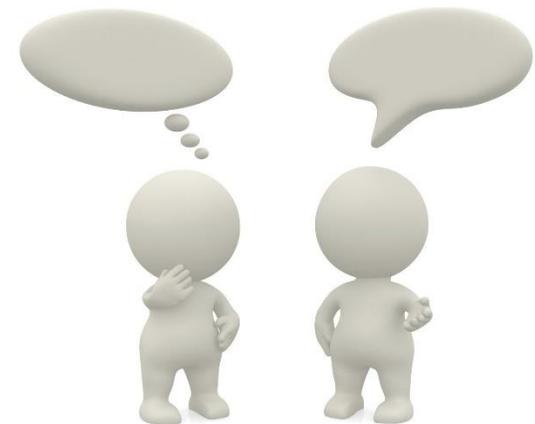
Case Study – what would you do

You are teaching a maths lesson.

On the worksheet there is a question about a survey divided by girls & boys.

*A student at the back of the classroom, with a smirk on her face loudly asks another student (who identifies as non-binary) **“So where do you fit in weirdo?”***

- *What actions could you take to manage this situation?*
- *How would you record this event?*
- *Who would you report it to?*
- *What sanction and support would you expect to take place?*







Positive LGBT+ Inclusion in Schools

**The Gender
Agenda**

A decorative graphic in the bottom right corner consisting of overlapping, semi-transparent triangles in shades of light blue and light red, creating a colorful, abstract pattern.

Changing the Narrative...

~~“LGBT+ Issues” and
“Trans Issues”~~

“LGBT+ Identities” and
“Trans People”

“SOCIETAL ISSUES” and
“SCHOOL ISSUES”



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SKILLED
TEACHER

SUPPORTIVE
GOVERNORS
& PARENTS

EFFECTIVE
POLICIES

INCLUSIVE
CURRICULUM

PASTORAL
SUPPORT

STUDENT
VOICE

THE
RAINBOW FLAG
AWARD



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LGBT+ GROUPS IN SCHOOLS



- **Weekly activities**
- **Resources, including a “How To” guide**
- **Training**
- **Support**



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Key Stage 1 – Colours and Counting

A fun look at various LGBT+ pride flags and counting the colours within them.

Click here for the KS1 Maths – Colours and Counting Lesson Plan, click below for the PowerPoint:


KS1 Maths – Colours and Counting
[DOWNLOAD](#)

 1 file(s)
  38.52 MB



Key Stage 2 – Maths and Music

Who doesn't love the Eurovision Song Contest?

Click here for the KS2 Maths – Maths and Music Lesson Plan, click below for the PowerPoint:


KS2 Maths – Maths and Music
[DOWNLOAD](#)

 1 file(s)
  25.01 MB



Key Stage 3 – Percentages

When Strictly Come Dancing featured a same-gender dance routine, the complaints made the news. But, using percentages, were the number of complaints really worth writing about?

Click here for the KS3 Maths – Percentages Lesson Plan, click below for the PowerPoint:


KS3 Maths – Percentages
[DOWNLOAD](#)

 1 file(s)
  21.44 MB



Key Stage 4 – Pythagoras' Theorem

In the Holocaust, pink triangles were used to identify persecuted gay men. How else are triangles used?

Click here for the KS4 Maths – Pythagoras' Theorem Lesson Plan, click below for the PowerPoint:


KS4 Maths – Pythagoras Theorem
[DOWNLOAD](#)

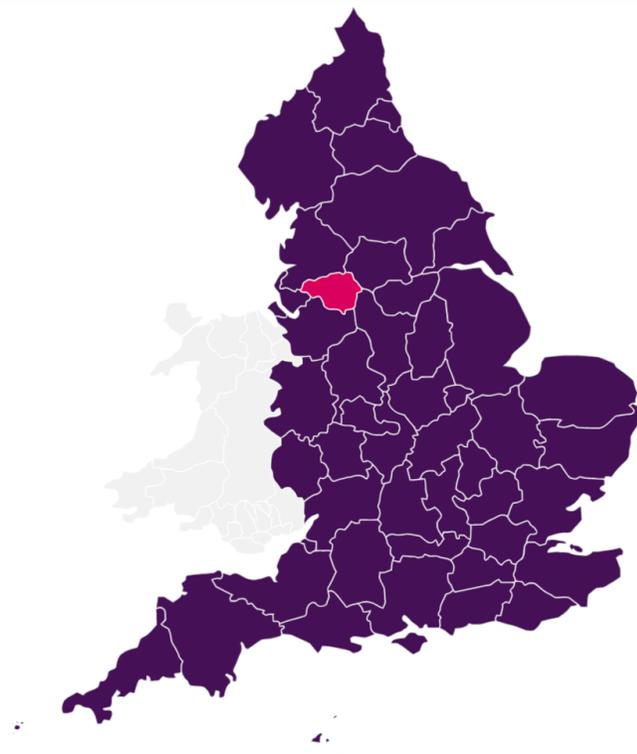
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  9.50 MB



<http://www.rainbowflagaward.co.uk>



the PROUD TRUST
HOME OF LGBT+ YOUTH



THE PROUD TRUST

The Proud Trust is a life-saving and life enhancing LGBT+ youth charity. With bases in Manchester and Cheshire, we have a long and rich history of delivering LGBT+ youth work in the North West of England.



The experiences of the amazing LGBT+ young people we meet each week directly informs, and sits at the heart of, our educational work and resources.

Proudly delivering the Rainbow Flag Award in Greater Manchester, Cheshire West, Cheshire East, Cumbria and parts of Lancashire.

Contact details

Contact name: Amy Fielder and Sophie Sims

Email address: rainbowflagaward@theproudtrust.org

info@rainbowflagaward.co.uk



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**Proaction is
better than
reaction!**





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49 - 51 Sidney St. Manchester, M1 7HB | 07813 981338

info@theproudtrust.org | FIND US ON FACEBOOK | @THEPROUDTRUST

Charity number :1161102

"You never completely have your rights, (as) one person, until you all have your rights."



Marsha P Johnson

1945-1992

Trans-activist

Founder Member of Stonewall USA

Marsha was a prominent fixture in the LGBTQ community serving as a "drag mother" by helping homeless and struggling LGBTQ youth