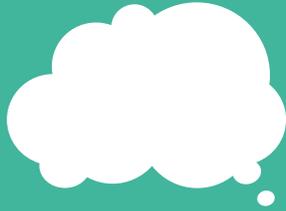




FROM THE DIANA AWARD

TIPS FOR TRANS AND NON-BINARY INCLUSION



Ask yourself: If a student either came out as trans or non-binary, or a trans student joined your school, would they feel comfortable and supported?

If not, why not? Is it because of a lack of understanding amongst staff and students? Maybe the environment itself isn't as inclusive as it could be? Perhaps there aren't enough policies in place to make transition easier?

According to the Stonewall School Report (2017), 64% of trans pupils have experienced bullying behaviour in school due to their gender identity. With such a high percentage, it is important that anti-bullying work is inclusive of trans and non-binary people, as one of the demographics most likely to be targeted. By creating an inclusive, supportive and welcoming environment through your anti-bullying campaign work you'll work towards a community where trans and non-binary pupils are accepted for who they are and feel safe, happy and comfortable during their time at school. Here are some top tips:

TRANS

Someone who identifies as a different gender to the sex they were assigned at birth.



NON-BINARY

Someone who doesn't identify within the gender binary. The gender binary is the idea that there are only two options; male and female. This idea excludes people who don't identify as either



1. Raise Awareness

A lot of transphobic language and behaviour comes from a lack of understanding. Therefore it's important to raise awareness of trans people and issues affecting the community. Make sure the LGBTQ+ work in your school is inclusive of trans people, as often the T can be sidestepped. Run assemblies and workshops on trans history, raising awareness of discrimination trans and non-binary people face and celebrating trans contribution to society. Obviously this can happen any time of year, but some key dates you may want to consider for a trans awareness campaign are:

November

Trans Awareness Month

November 20th

Transgender Day of Remembrance

July 14th

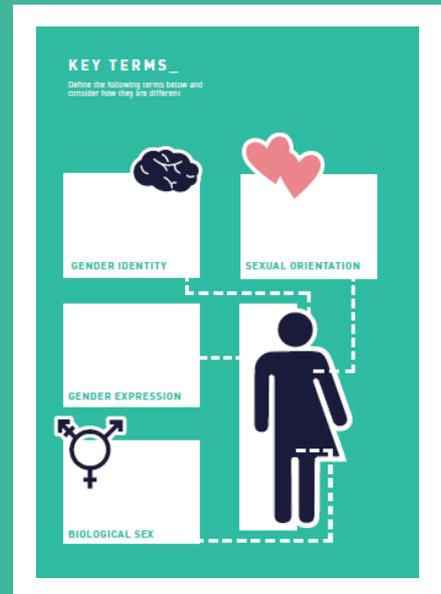
International Non-Binary Visibility Day

March 31st

International Day of Trans Visibility

2. Educate__

For people to understand what trans and non-binary mean, it's important that they understand the difference between gender and sex assigned at birth. Sex assigned at birth is how we are categorised by doctors when we're born, gender is how we feel and see ourselves. For most people their sex assigned at birth and gender align. This is called being cisgender. When these don't align, this is generally when someone is trans. Use our Key Terms worksheet (see left) or Terms and Definitions Cards to educate your peers. These can be found on our resource page. PSHE might be a good opportunity to run these activities.



3. Respect pronouns__

Pronouns are what we call someone when we don't use their name in relation to their gender. This is usually 'he/him/his' (e.g. He went down to the shop to get himself some tasty snacks) or she/her/hers (e.g. She went down to the shop to get herself some tasty snacks). We think of he/him/his as being male and she/her/hers as female. For people who are non-binary and do not identify with being male or female, they may not wish to use these pronouns. The most common pronouns among non-binary people are they/them/theirs (e.g. They went down to the shop to get themselves some tasty snacks). They/them/theirs are known as gender neutral pronouns. For people who are trans, part of their transition may be to change their preferred pronouns. It's important that others make the effort to respect this change and refer to them as they wish to be called.

He/Him/
His

She/Her/
Hers

They/Them
/Theirs

Running a campaign surrounding pronouns is a great way to normalise them and create a more comfortable environment for trans, non-binary and gender fluid students. Here are some ideas:

Pronoun Badges: These are pin badges that display people's pronouns. Why not roll them out throughout your school. They are available for purchase, or why not run a competition to design some? The winning design can be made and distributed to students. A great way to engage your peers in the conversation.

Email Signatures: Encourage students to include their pronouns in their email signatures. This is a small change that makes a big difference in normalising pronouns and it's completely free!

Introductions; When introducing yourselves in Anti-Bullying Ambassador workshops and assemblies include your pronouns along with your name. You could also encourage teachers to do this in class.

4. Representation is Key_

For any minority group, representation is really important! Representation is where people who come from a certain community are visible, perhaps in the public eye. This allows other people from this minority group to recognise that there are other people out there who are just like them. An example would be including gay characters on television or toy companies making dolls with diverse skin tones.

Similarly it is vital that trans and non-binary people are represented. Here are some ways you can do this in your school:

Talks: If possible, bring trans and non-binary role models into your school to deliver talks or assemblies. Telling their stories will provide students who identify in the same way a sense of belonging and educate cisgender students about these identities. There are organisations who provide these services in certain areas of the UK. Try Just Like Us (provide talks from LGBTQ+ university students in schools) or Gendered Intelligence who specialise in delivering trans inclusion and awareness training and talks.

Library: Take a look at the books in your library. Are there fiction books that represent trans or gender-variant characters? Are there non-fiction books that discuss trans or non-binary issues and identities. If not think about ways you can start to include these. Ask library staff, or think about how you may be able to fundraise.

Displays: The easiest way to promote representation is a role models display. Include trans and non binary icons. This is fun and cheap to create and makes a huge difference! Have a look at the ideas below!



Laverne Cox, Actress



**Jonathan Van Ness,
Television Personality**



**Marsha P Johnson, Activist
and Drag Queen**



Eddie Izzard, Comedian



Sam Smith, Musician



**Munroe Bergdorf, Model and
Activist**

5. Tackle Transphobic Language_

With any transphobic, homophobic or biphobic language ensure your school has a zero tolerance policy. Creating an environment where this kind of language doesn't exist, takes staff and students working together. Transphobic language can take the form of:

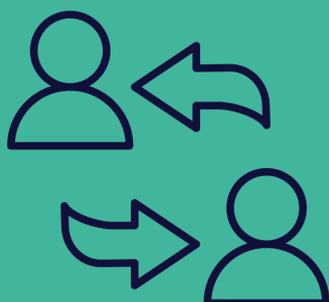
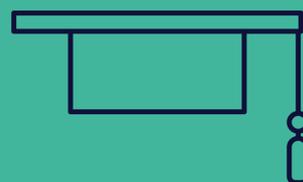


Often use of transphobic language comes from a lack of understanding. If a peer uses transphobic language it's important to challenge it in a way that allows for mutual dialogue. Rather than immediately make accusations, ask them questions: "What do you mean by that"? Then explain how the word or phrase they used could offend or cause discomfort. Sometimes people may not understand the implications or impact of certain words, especially when they haven't gone through it themselves. Run a campaign that educates others about the impact and implement a zero tolerance policy for HBT language in your school, particularly when said with hurtful intent.

Posters: Create posters to raise awareness of transphobic language and how it is unacceptable. Include tips on how to challenge HBT language. This could also be done as a competition.

6. Work with your Staff_

As much as The Diana Award believe that young people are the best leaders of change, it's important that everyone in the school community works together. Your staff are ultimately responsible for the policies that will make trans and non-binary students feel accepted, included and comfortable but this is not to say you can't help!



Hold a Policy Review: As Anti-Bullying Ambassadors, meet with your staff to review school policies and make sure they are up to date and thought through. If there are openly trans or non-binary students in your school ask if they would like to be involved in this, but only if they feel comfortable. After all, they will have a better understanding than anyone else what makes for a trans/non-binary inclusive environment. Have a look on the next page for a list of items you may want to consider looking into.

POLICY REVIEW: Things to Consider

- **FORMS:** Do school admin forms include options other than just 'Male' or 'Female' under Gender?
- **FACILITIES:** Is there a policy surrounding toilet and changing room facilities for non-binary students? If there aren't gender-neutral facilities what are the alternative options?
- **SCHOOL TRIPS:** Are there precautions in place to ensure locations for off site visits are trans/non-binary inclusive (e.g. away sports fixtures, residential trips)?
- **UNIFORM:** Is the uniform policy gendered? If so consider how the uniform policy can be amended to be gender neutral.
- **TRANSITIONING:** Is there a robust policy to ensure students going through gender transition at school are supported? Examples include the updating of registers to include name changes, the availability of pastoral support etc.
- **SPORTS AND PE:** Are PE lessons and sports fixtures binary? (i.e. girls do netball, boys do football). If so consider how this could be amended to offer the same opportunities to all, including non-binary pupils.
- **TRAINING:** Are school staff trained in trans awareness?



6. Be an Ally_

As an Anti-Bullying Ambassador, the best thing you can do is be an ally to trans and non-binary students at your school. An ally is someone who isn't necessarily LGBTQ+ themselves but stands by and supports the community and the individuals within it. Allies are:



- There to listen
- Supportive
- Willing to educate themselves



- Respectful of Confidentiality*
- Non-judgmental
- An upstander

*If someone comes out to you as LGBTQ+ it's really important that you don't pass on this information to others. Someone's gender identity or sexuality is their information to tell to whomever they trust, when they feel ready.

Remember that individuals know what is best for themselves. Try not to make assumptions about the steps a trans or non-binary person may want to take on their journey. Just be there to offer support



Best of luck on your school's journey towards a trans and non-binary inclusive environment!



GLOSSARY_

TRANS: Someone who identifies as a different gender to the sex they were assigned at birth.

NON-BINARY: Someone who does not identify as fitting into the gender binary (male or female). They may be neither or a combination of the two.

SEX ASSIGNED AT BIRTH: When we're born we are assigned a sex based on anatomical characteristics (e.g. genitals). This is not the same as gender- how we think and feel about ourselves and our identity.

GENDER-FLUID: Someone whose gender identity is not static. It may change on a yearly, monthly, weekly or daily basis.

GENDER BINARY: The idea that there are only two gender identities (male and female). This idea excludes non-binary people who do not identify as either.

GENDER VARIANCE: Any identity that does not fit into the gender binary.

PRONOUNS: Words we use to describe others, when not using their name, based on gender t.e. he/him, she/her, they/them.

CISGENDER: Someone whose gender identity aligns with the sex they were assigned at birth. E.g. someone assigned male at birth who also identifies as male.

LGBTQ+: Lesbian, Gay, Bi, Trans, Queer. The plus represents other identities under this umbrella (i.e. asexual, pansexual, intersex).

HBT: Homophobic, Biphobic and Transphobic.

TRANSPHOBIA: Fear, dislike and/or discrimination towards trans people.

POLICY: A set of rules and procedures.

ZERO-TOLERANCE POLICY: A policy that enacts complete non-acceptance of something in a school or workplace e.g. a zero-tolerance policy towards bullying.

ALLY: Someone who is not LGBTQ+ necessarily but still supports the community and stands up to discrimination.

MISGENDERING: Calling someone by the wrong pronouns or referring to someone's gender incorrectly.

COMING OUT: The act of LGBTQ+ telling others about their identity.

OUTING: Telling others of someone's sexuality or gender identity without that person's consent.

INCLUSION: The act of making people feel accepted, represented and involved.

REPRESENTATION: People being exposed to or seeing others who reflect their own identity