

## KEY TERM GLOSSARY

### LGBTQIA+

Promoting an inclusive spectrum of sexual identities using an acronym representing lesbian, gay, bisexual transgender, queer, intersex, asexual, pansexual, and allies.

**Pansexual/omnisexual** - a term for individuals with desire for all genders and sexes

### Sex:

This is usually assigned at birth to describe biological differences between the female and male body parts.

### Gender

Is the person's identity they decide to choose as an internal sense of being. Linking in with the spectrum of gender.

Describes a person's internal sense of their identity.

**Cisgender/cis:** Corresponding to someone's gender they were assigned at birth.

**Queer:** Someone who describes their sexuality and gender that is other than straight or cisgender.

**Non-binary/genderqueer/gender fluid:** These are within, outside of, across or between 'male' and 'female' gender identities.

**Intersex:** This refers to a person's body part that is not solely male or female. Pronouns: 'he', 'she', 'they'. Are ways to refer to someone within a conversation, literature, This is now becoming more integrated may of seen on email signatures id badges and forms of identification or status's.

*Gender is a spectrum*

## HOW YOU CAN HELP

You are now empowered to help influence and ensure support and guidance is being advocated and championed throughout your school community.

We can use a range of theories and frameworks to base our championing aims for trans learners to have a voice, be represented and feel integrated naturally with a focus to strengthen their sense of belonging and ownership towards learning.

HeadStart use The Academic Resilience Framework which is based on Resilient Therapy; an evidence based approach which provides a toolkit to engage with young people and capture the Child's Voice.

Ensure safe spaces are established in the learning environment by using non-gendered language i.e. addressing learners as 'Hello everyone' instead of 'Hi guys', using the individual's preferred pronouns, flexible dress code, gender inclusive activities and providing resources for further support, challenge macroaggressions and instil a culture that is more emphatic and understanding.

Familiarise yourself with your current policies and procedures, are they up to date?, are they still working documents? Have they been challenged? Is Gender diversity embedded throughout the whole school community?

Are learner's aware of their rights and responsibilities.

Please check out the following:

- The Equality Act 2010
- Relationships, sex and health curriculum
- United Nations Convention on the Rights of the child
- Guidance Personal, social, health and economic (PSHE) education
- Global Workplace Equality Index 2022 planning template

### REFERENCES

<https://www.stonewall.org.uk/what-does-trans-mean>

Resilience Framework (Children & Young People) Oct 2015 - adapted from Hart and Blinco 2007 [www.boingboing.org.uk](http://www.boingboing.org.uk)

<https://www.mentalhealth.org.uk/statistics/mental-health-statistics-lgbtq-people>

## CHAMPIONING GENDER INCLUSIVITY IN EDUCATIONAL SETTINGS

A guide for positive trans inclusion and mental health



For education practioners

We at HeadStart offer support to all schools and colleges across South Tees (Middlesbrough and Redcar and Cleveland).

Giving all children and young people the necessary support to build resilience to achieve good emotional health.

We champion gender, diversity and inclusivity throughout our delivery programmes.

Ensuring our children and young people are learning to their full potential while being giving the opportunity to be open about mental health and gender issues in a safe space.

*Helping your learners to feel they belong*

So you find your self here, glancing over this leaflet's content wondering what gender inclusivity is all about.

You may already have an abundance of experience in this area but still want more information.

A learner might have asked you what "trans" means or they might have even came out to you.

You may be thinking:  
"I don't know what to say, I don't want to say the wrong thing, I don't want to give out the wrong information"

This leaflet aims to provide you with some inspiration and knowledge to enable you to make small changes for huge outcomes within your educational setting and whole school community.

## YOU'RE NOT ALONE

You Recent research has found that over two thirds of teachers haven't had any LGBTQ+ training in the past five years. This was found by a survey through teaching union.

Are you seeing these barriers within your educational setting? How's this impacting the learners and the whole school community?

*be that person who can ensure inclusivity is an ever flowing river*

## CHALLENGES

Gender diverse young people face many challenges which impact their developmental needs, relationships with their peer, community and their self-acceptance and self-belonging.

The percentage of trans young people receiving verbal abuse is 83%

60% of trans young people have faced threats and intimidation.

35% have experienced physical assault

Could these statistics be lower or non-existent if the school community improved their resources, communication and ensured the protective characteristics weren't discriminated against?

## HARSH TRUTHS

These devastating statistics will impact a higher risk of poor mental health if no support, intervention or awareness is integrated into the educational setting.

A charity named Stonewall is Europe's largest LGBTQ+ rights charity which carried out research around the impact of poor mental health within the trans community.

- half of LGBTIQ+ people had experienced depression and three in five had experienced anxiety
- one in eight LGBTIQ+ people aged 18-24 had attempted to end their life
- almost half of trans people had thought about taking their life.

## WHAT IS TRANSGENDER?

The term "Trans" broadly describes individuals who do not identify with (or aren't comfortable with) the gender they were assigned to at birth. Other terms for "Trans" may include Transgender, non-binary, gender fluid and many more.

## KEY TERMS

Knowing all the different terminologies, meanings and representations of the spectrum of gender and diversity vocabulary can certainly promote awareness and understanding.

Familiarising yourself with the key terms can encourage better relationships, understanding and engagement with learners or anyone who is questioning their gender identity.

We won't always get it right and if you make a mistake, simply apologise and ensure you get it right the next time. It may take a couple of times but making an effort shows respect to the individual and nurtures a more empathic and positive relationship.

Historically, we have always assumed and assigned pronouns to an individual based on their sex or appearance

We are now becoming more aware and educated to address someone correctly who identifies to their chosen pronoun.

