



Diversity Role Models

Embracing difference, ending bullying



Diversity Role Models

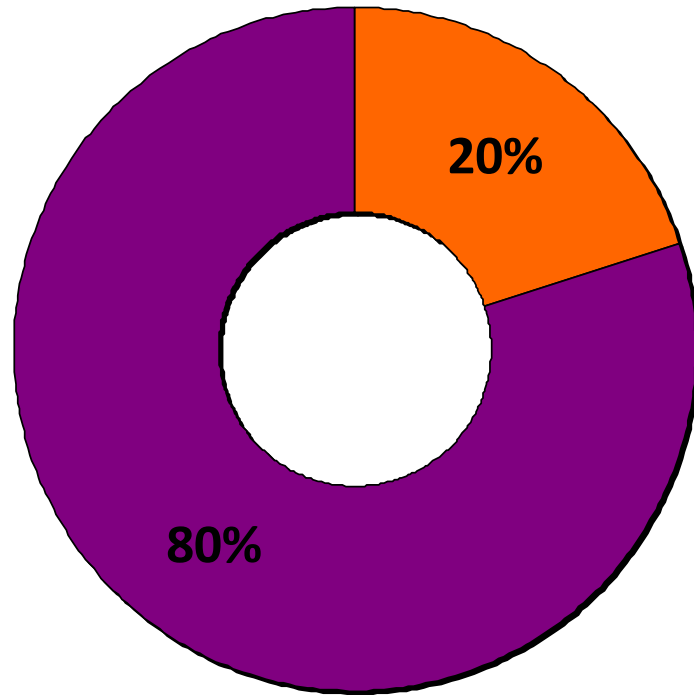




- Diversity Role Models works to prevent **homophobic, biphobic and transphobic bullying**
- We run young people workshops, staff training, governor training, parent/carers workshops and create teaching resources all using positive role models
- Our vision: people in the UK feel free to express themselves and feel valued for their uniqueness and take responsibility for their social environment

Making our schools trans inclusive

- Understand the challenges facing transgender students
- Understand the importance of being a trans inclusive school
- Gain confidence in discussing gender identity and embedding trans inclusion



Yes No

Do you think someone who is LGBT would feel comfortable 'coming out' at this school?

- A. Yes
- B. No

What never helps?

Name
calling/hbt
language

Rumours &
gossip

Sexualised
language or
inappropriate
questions

Avoiding
and
excluding

Physical
bullying

Threat of
being outed

Compared
to LGBT
celebrities

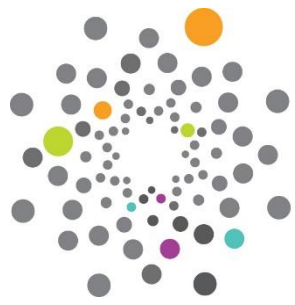
Misnaming
or wrong
pronouns

How widespread is it?

45% of LGBT+ young people are bullied for being LGBT

64% of trans young people are bullied for being LGBT

45% of those bullied never tell anyone about the bullying



Diversity
Role Models

The impact

40%

who have been bullied skip school because of it

84%

of trans young people have self harmed

45%

of trans young people have attempted to take their own life

22%

of LGB young people who aren't trans have attempted to take their own life

Matthew's Story

“If I knew what trans meant at an earlier age, I might have had an easier time at school. I went through a period of being very anxious and depressed because I was so confused about my own gender identity, and didn't feel I had anyone to talk about it. I couldn't figure out why I was so uncomfortable in my own skin.”

Why be trans inclusive?

Representation and understanding

- 58% transgender young people knew they were transgender by 13 years old

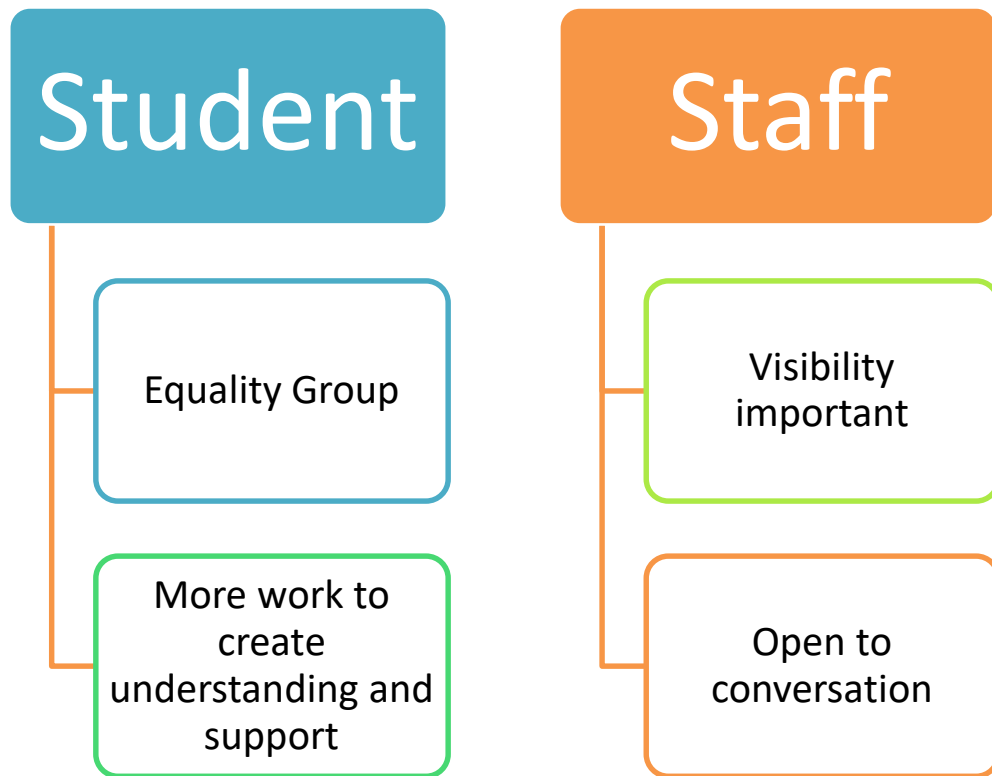
Support

- Approximately half of trans respondents have not told parents or siblings that they are trans and 28% have not told anybody.

Yet...

Only 6% report learning about transgender issues.

Allies



“I was able to come out to a teacher after she overheard me say the words non-binary and she showed she knew what it meant. She’s the only teacher I’m out to”

“Having rainbow stickers on the doors helped me know who I could talk to”

Understanding Transgender Identities

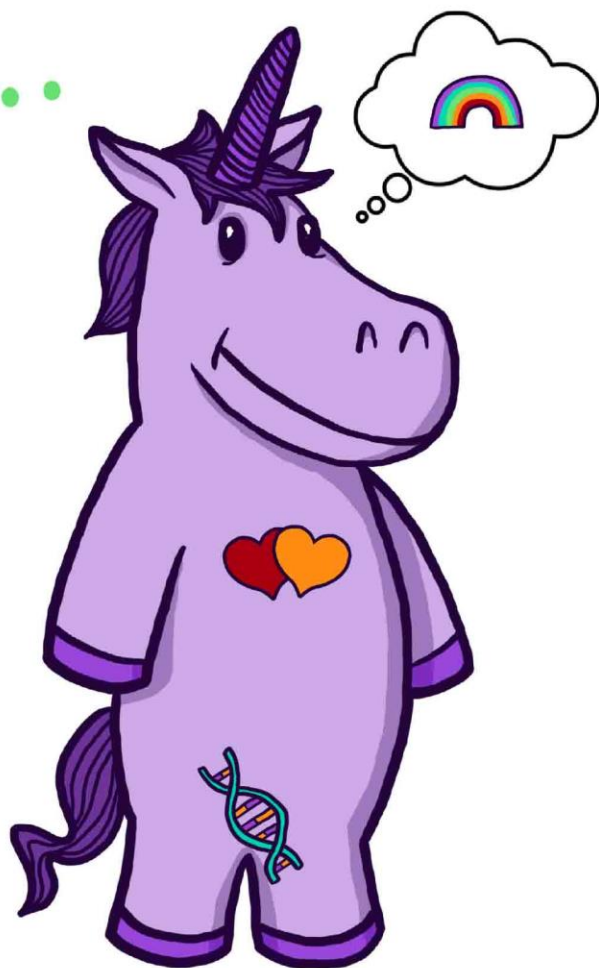
Transgender

adjective

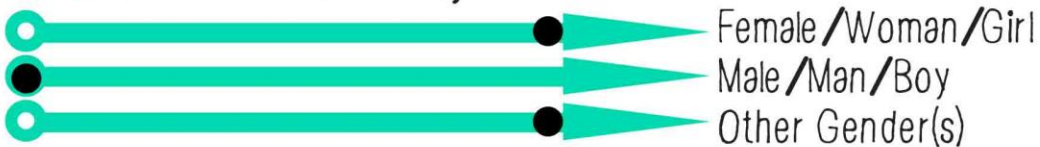
a person whose gender identity is different to the sex assigned at birth

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Gender Expression



Sex Assigned at Birth



Physically Attracted to



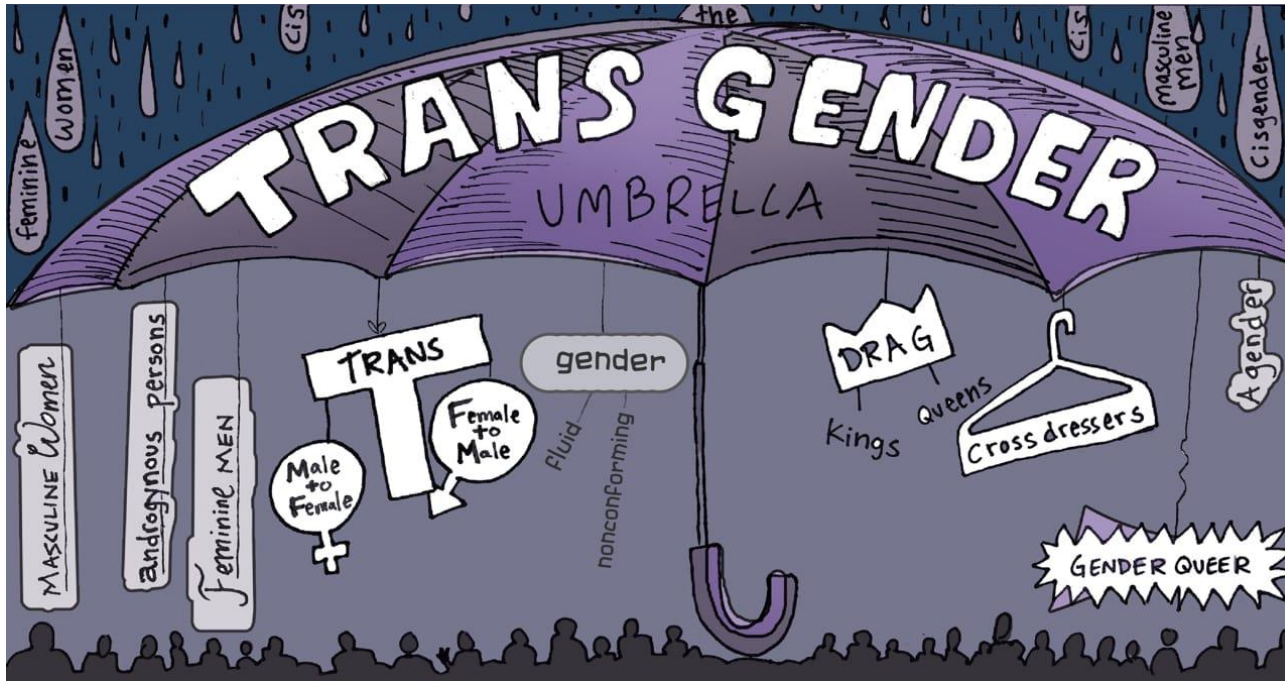
Emotionally Attracted to



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

The trans umbrella



Social Transition

Social transition is moving to live your life as your authentic gender identity. This could include:

- A name change
- A change in pronoun (he, she, they, zie etc.)
- Wearing clothes that are associated with their gender identity
- Use of toilets/changing rooms appropriate to their gender identity rather than biological sex

Medical Transition

- Medical transition is the process by which a trans* person takes steps to physically align their body with their gender identity. This may include taking hormones and or having gender reassignment surgeries

Lived Experience

Kate Hutchinson

Regional Coordinator
Diversity Role Models

Lived experience



Guidance

- Child centred approach – ask what support they need
- Respect pronouns and names
- Be conscious about how you address groups e.g. ‘come on boys’
- Adapt uniform list to be gender neutral
- Consider some (not necessarily all) non-gendered toilets
- Nominate a member of staff to be a trans specialist
- Offer support in educating other students, disseminating information
- Tackle transphobic language and bullying and prevent it through education and celebrating diversity of gender identity

Whole School Approach

Policy &
procedures

Educate
Parents

Shared
values,
Displays and
Assemblies

Pupils voice
& peer
leaders

Curriculum

Staff
confidence

External
agencies and
PTA etc.

5 Simple Tips for Supporting Trans People

1. Listen
2. Respect Confidentiality
3. Avoid Backhanded Compliments or 'Helpful Tips'
4. Respect their Personal Pronouns
5. Challenge language or jokes in the school aimed at Trans people

How DRM can support

- Student-workshops
- Staff training (including on trans inclusion)
- Governor training
- Parent/Carer workshops
- Resources
- Student Voice workshops

Q&A

Jac Bastian

Head of Education, Diversity Role Models

Kate Hutchinson

Regional Coordinator, Diversity Role Models

info@diversityrolemodels.org