

STAND UP

Against LGBTI+ Bullying

Resource Pack

- Cross-Curricular Activities
- LGBTI+ Terminology
- Whole School Events
- Supporting Trans Students



Stand Up Awareness Week
11-15 November 2019

Supporting Lesbian, Gay, Bisexual &
Trans Young People in Ireland



WELCOME,

Welcome to the 10th year of Stand Up Awareness Week. By participating, you are joining hundreds of schools across Ireland promoting LGBTI+* inclusion and a safe school environment.

Stand Up Awareness Week is a time for your school to take a stand against LGBTI+ related bullying. Stand Up Awareness Week helps to protect LGBTI+ students from bullying and empowers students to support their LGBTI+ friends. Homophobia, biphobia, and transphobia can have a devastating negative impact on the health and wellbeing of students. Research funded by the Department of Education and Skills (DES) found that 71% of teachers are aware of homophobic bullying in their schools. The same research found that 41% of teachers find homophobic bullying more difficult to deal with than other forms of bullying.**

This Resource Pack includes tips, terminology, and advice to help you learn how to support LGBTI+ students. This year, we have included extra pages of activity ideas and cross-curricular classroom exercises to make it easy to rollout Stand Up Awareness Week across your school.

Don't miss the introductory steps your school can take to create a safe and supportive environment on pages 4 and 5. For those who want to take further action, participate in our Safe and Supportive School's Programme in 2020. This free toolkit, developed in association with the HSE, offers second-level schools comprehensive actions to create a school and wider community that is fully inclusive of LGBTI+ identities every day of the year – working within the 2018 DES Wellbeing Policy Statement and Framework for Practice.

Toolkits are available free of charge from www.belongto.org from 2020.

We hope everyone in your school enjoys Stand Up Awareness Week and that you are collectively proud of your work to create a positive, inclusive school environment. Thank you for joining us as we work with you to create safe and supportive schools for all students.



Moninne Griffith

Moninne Griffith

CEO, Belong To Youth Services

*Lesbian, Gay, Bisexual, Trans, and Intersex.

**Norman, J. & Galvin, M. (2006). *Straight Talk: An Investigation of Attitudes and Experiences of Homophobic Bullying in Second-Level Schools*. Dublin City University: Centre for Educational Evaluation.

WHY NEED WE TO STAND UP

LGBTI+ Pride is a huge celebration and same-sex couples have marriage equality – some people may wonder if there is still a need for an event like Stand Up Awareness Week. Irish research indicates that while many LGBTI+ people over 26 live happy, fulfilled lives; those under 25 do not experience the same levels of positive mental health. Not being accepted for who you are can have a devastating impact on young people, their wellbeing, and their education.

Compared to their non LGBTI+ friends

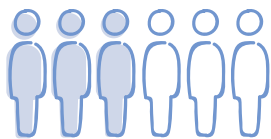
LGBTI+ Young People Experience...*

X2 Levels of self-harm

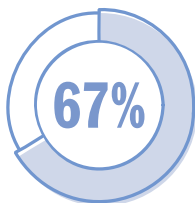
X3 Levels of attempted suicide

X4 Level of extreme stress, anxiety and depression

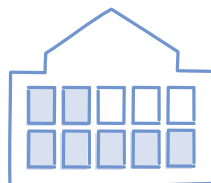
LGBTI+ Experiences at School



50% had experienced anti LGBTI+ bullying



witnessed it



70% of LGBTI+ students don't feel safe at school**

20% of LGBTI+ students missed or skipped school to avoid negative treatment

20% Considered leaving school

1 in 20 quit school

*LGBTIreland Report, 2016

**GCN and BeLonG To Survey, 2017

STEPS TO LGBTI+ INCLUSION

There are many ways your school can create an environment that is safe and welcoming for LGBTI+ students and, as a result, positively impact lives. Here are some tips to help you get started.

Inclusive Policies

Ensure that the policies in your school are fully inclusive of LGBTI+ students. Making specific references to diversity and difference (including sexual orientation, gender identity, gender expression, and sex characteristics) in school policies sends an important message to all staff, students, and parents that LGBTI+ people are valued and equal. The Department of Education and Skills states that homophobic and transphobic bullying must be named in your school's Anti-Bullying Policy. It is important that every incident of LGBTI+ related bullying (including homophobic name-calling) is taken seriously and acted upon quickly, with clear and consistent sanctions for those responsible.



Inclusive Spaces

By creating an LGBTI+ supportive environment (e.g. displaying posters and information relating to LGBTI+ or actively taking part in campaigns like Stand Up Awareness Week), schools are acknowledging the existence of a LGBTI+ community, in and out of school. Promoting diversity sends a message that everyone is welcome, accepted, and supported in the school, including LGBTI+ students, LGBTI+ parents/guardians, and LGBTI+ staff.

Connect with the Community

Proactively linking in with professionals and youth organisations outside of your school can be useful when you need specialised support, and can also help you when you are developing referral pathways for LGBTI+ young people. Get in touch with your local LGBTI+ youth group (for a full list see www.belongto.org) and national organisations such as BeLoNG To Youth Services, Jigsaw, TENI (Transgender Equality Network Ireland), LGBT Ireland and LOOK (Loving Our Out Kids).



IF YOU AREN'T SURE WHAT PRONOUN SOMEONE USES, JUST ASK!

LEARN MORE

We provide specialised LGBTI+ online training for those working with LGBTI+ young people.

www.belongto.org

Language Matters

People who use homophobic terms may not intend for the words they use to be hurtful, but rather think that it's OK or harmless to use such terms jokingly. Evidence suggests that the use of such language can make LGBTI+ people more vulnerable to mental health difficulties and may make other heterosexual or cisgender people around them less compassionate towards them. Those who work with young people have a responsibility to help all young people and their colleagues learn that language matters and to help them to understand what is and is not acceptable in a way that helps people to grow and learn to be inclusive, rather than making them feel ashamed.



Develop Staff Skills

Fundamental to any school's response to supporting LGBTI+ issues, is the willingness of staff, management, and volunteers to be open to creating an environment that acknowledges and supports these identities. Training gives individuals the chance to explore and expand their knowledge, as well as gain confidence in working with LGBTI+ young people.

Safe and Schools

Roll out the 'Safe and Supportive Whole-School Community Model' developed by the Supportive HSE and BeLonG To. Everyone in the school community has a role to play in creating safe, supportive, and inclusive environments for all students, including LGBTI+ students. Toolkits covering six key action areas to be implemented through strong school leadership are available free of charge from BeLonG To from 2020.

LGBTI+ LINGO

A simple, yet effective way of showing support is to use LGBTI+ related terms accurately and respectfully. Many people feel overwhelmed about the terminology associated with LGBTI+ identities. Learn what some of the more common terms mean below.

The best way to ensure that you are using the proper terms when referring to an individual is to ask them what they prefer. Talk to your students about the terms below to create familiarity and understanding.

LGBTI+: Lesbian, Gay, Bisexual, Trans+ and Intersex people.

Sexual orientation: Sexual and romantic attraction to other people.

Bisexual: Someone who is attracted to more than one gender e.g. both men and women.

Gay: Someone who is mainly attracted to people of the same gender.

Lesbian: A woman who is mainly attracted to other women.

Heterosexual: Someone who is attracted to people of the opposite gender.

Pansexual: Someone who could be attracted to any person, regardless of their gender.

Queer: Some people use this term as an alternative to LGBT+. They may see identifies as fluid rather than binary. This term isn't

embraced by all LGBT+ people, so best use it about yourself rather than others.

Gender identity: Our deeply felt internal experience of our own gender.

Gender expression: How we show our gender through our clothing, hair, behaviour, etc.

Cisgender: Someone whose gender identity matches the sex they were assigned at birth.

Transgender, or Trans: People whose gender identity differs from the sex they were given at birth. Trans+ includes non-binary people.

Non-binary: People whose gender identity is not exclusively male or female. Some non-binary people use they/them pronouns.

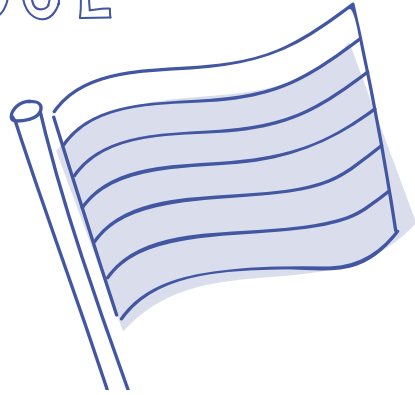
Intersex: People who are born with variations in their sexual anatomy or their hormonal patterns, which are not seen as fitting in with typical male or female bodies.

LGBTI+ bullying: Bullying based on prejudice or discrimination towards LGBTI+ people.

Ally: Someone who is a friend, advocate, and/or activist for the LGBTI+ community.



WHOLE SCHOOL ACTIVITIES



Learn the Lingo

Download the LGBTI+ Lingo Worksheet available at www.belongto.org and ask students to match terms with the corresponding definition. This is a great way to help students become comfortable with terminology.

Be Visible

Creating an environment that is clearly LGBTI+ inclusive encourages young people to be themselves, and also to seek help when they need it. Display the Stand Up Awareness Week Posters on prominent noticeboards in your school to create a welcoming and diverse school environment, especially for LGBTI+ students.

Fly the Flag

Do you have a flag pole at your school? If so, consider flying the LGBTI+ rainbow flag for Stand Up Awareness Week or the entire school year. This flag is a symbol of LGBTI+ pride and was created by an artist and activist called Gilbert Baker back in 1978. The flag is flown horizontally, with the red stripe on top.

As well as the rainbow flag, there are flags for identities such as transgender and non-binary. To learn more, download an LGBTI+ identity flag worksheet on our website www.belongto.org/standup

Challenge Stereotypes

Divide students into groups and ask them to finish the following sentences and challenge internalised LGBTI+ bias they may have. Ask students to give feedback and share how they felt during this exercise:

- If my friend tells me they like someone of the same gender, I would...
- If I see a student being bullied because they are trans, I would...
- As a parent, if I learned my child was LGBTI+, I would...
- When I think about children who are being raised by lesbian or gay couples, I feel...



Include LGBTI+ Experiences

Whenever possible, include examples of diverse families, including same-sex couples and LGBTI+ personalities when giving examples in class. We have created a list of notable LGBTI+ historians, scientists, politicians, and entrepreneurs on www.belongto.org/standup

Poster Design

Support your students to design posters that represent diversity and inclusion. Ask the group what words, images, and colours they think of in relation to being LGBTI+ and encourage them to create posters using these ideas. Ask every teacher to display these posters in their classroom – no matter what subject they teach.

Table Quiz

Host a table quiz using the handy questions and answers template on our website – there are rounds on LGBTI+ history, culture, and terminology.

Same-Sex Couples

Whenever possible, include examples of diverse families, including same-sex couples and LGBTI+ parents when referencing families in the classroom.

Create a Rainbow Flag #Comeln

On Friday, November 15th, encourage your students to wear a jumper in their year's colours so that the whole school will make up the LGBTI+ rainbow flag: 1st years red, 2nd years orange, 3rd years yellow, 4th years green, 5th years blue and 6th years purple. Make sure to use #Comeln when you are sharing your photos online.

Show Our Videos

We have a host of age-appropriate videos about LGBTI+ inclusion and identities online. Many are short enough to show at assembly or roll call during Stand Up Awareness Week. Check them out on www.youtube.com/belongto



Raise Funds

BeLoNG To is a non-profit providing life-saving support services for LGBTI+ young people. There are lots of great ways for your school to raise funds to support our services including asking students to contribute €2 during the #ComeIn Rainbow Jumper Day on Friday, November 15th or hosting a rainbow-inspired bake sale. For a fundraising pack, contact Oisín or Caroline: fundraising@belongto.org or call 01 670 6223.

Walking Debate

Walking debates are a great way to promote critical thinking. Ask all students to stand in the middle of the room. Select one side of the room for those who 'agree' and another side for those who 'disagree'. Read out the following statements and ask students to move to the side of the room that matches their opinion – then discuss.

- It is all right to say something offensive online, but not in real life.
- There are some words so offensive, they should never be used – even as a 'joke'.
- It is better to let hateful opinions be spoken so they can be known and challenged.
- Calling someone 'gay' is harmless.
- It's equally damaging if an LGBTI+ person makes a homophobic joke.

Find Inspiration

For the past 10 years, schools across Ireland have devised creative activities to mark Stand Up Awareness Week such as walls of supportive messages, rainbow chains, a zebra crossing, and an assembly of songs by LGBTI+ artists and allies. Check out these photos and the hashtag #StandUp19 for some inspiration.



Artist: Marlowe North



CURRICULUM ACTIVITIES



Not sure how to bring Stand Up Awareness Week into your classroom? We have some great suggestions on how to connect LGBTI+ identities to the curriculum.

English

The British LGBTI+-related historical comedy-drama 'Pride' looks at LGBTI+ identities, trade unions and activism and is a text for the 2020 Leaving Cert Senior Cycle Comparative Study. Other great LGBTI+ films suitable for students include 'Handsome Devil' and 'Love, Simon'.

Business Studies (Senior Cycle)

Ask your students to investigate the relationship between brands and sponsorship of LGBTI+ events. Visit our website for some articles to start the discussion.

Irish

We co-developed the first Irish/English queer dictionary, *An Foclóir Aiteach* in 2018. Download the dictionary from our website and spend time sharing LGBTI+ terminology 'as Gaeilge' with your students.

History

Ask students to look through their own history textbooks in groups and search for any mention of LGBTI+ people and events. Now, look at the LGBTI+ history timeline on our website. Ask students to review it and read

some of the LGBTI+ history events that aren't represented in their history book. Discuss how many examples were in the textbook. What identities do the people hold who were mentioned most in your resource?

Geography

Access the IGLA world map of sexual orientation laws on our website, and with your class explore what countries have equal laws for LGBTI+ individuals and where it is a criminal offence to be LGBTI+.

Classroom Discussions (SPHE, Politics and Society, CSPE, English)

Visit our website for a host of articles to promote critical thinking and discussion including the Ted Talk from recently deceased journalist and LGBTI+ activist, Lyra McKee, and an article from MEP Maria Walsh on her sexuality.

Show your students the eloquent and moving speech from Panti Bliss as an example of language of persuasion. Discuss whether sporting organisations such as the GAA have a role to play in being LGBTI+ inclusive. Visit www.belongto.org/standup for links to these articles and other great resources to support Stand Up Awareness Week activities.



SUPPORTING TRANS STUDENTS

In recent years, there has been an increase in the number of trans young people coming out. This is due to increased awareness of gender identities and the visibility of trans communities. Trans young people are students in your school and in schools across Ireland. Understanding trans identities will help you as a teacher to support the trans students in your school.

Transgender (or trans) is an umbrella term for people whose gender identity differs from the sex they were given at birth. You may also have students who identify as non-binary. This gender identity falls under the trans umbrella and means that they don't feel exclusively male or female. Some non-binary individuals use the pronouns 'they/them'.

Transitioning

Some transgender young people will choose to transition. Transitioning means different things to different people. For some, it can mean a social change for example changing clothing, hair, use of different pronouns, and using a new name. If you are unsure what pronoun or name to use, ask the student. For others, it can involve legal changes such as change of name via deed poll or going through the process of gender recognition and changing the gender marker (male or female) on their birth cert. Some trans people choose to medically transition. These changes

may include the use of hormone blockers (to pause or stop puberty), hormone replacement therapy and/or surgery. Try not to make any comments (good or bad) about body changes.

Remember every student is different and has different needs. The best way to support a trans student is to talk to them about how best to support their specific journey.

We are here to help if you have questions or concerns relating to supporting a trans student

T: 01 670 6223

E: info@belongto.org

WATCH AND LEARN

Show your students the series of videos we created with trans young people talking about what trans is, how to be an ally, and coming out.

www.youtube.com/belongto

CREATING A TRANS INCLUSIVE SCHOOL

With the help of trans young people, we have created tips on how to make your school more welcoming for trans students.

Protecting

- Enforce your anti-bullying policy and specifically mention transphobic bullying.
- Be aware that transphobia can come from staff as well as students.
- Listen to students when they feel targeted or unsafe.
- Encourage an inclusive school environment.
- Challenge transphobic comments and ideas from students and staff.

Respecting

- Use the name and pronouns the student requests. If you aren't sure of someone's pronouns, rather than assuming, just ask.
- Don't share information about the student's trans identity without consent.
- Don't single out students as an example of a trans person.
- Remember that different students will be comfortable with different things, so when in doubt, ask the student.

Supporting

- Advocate for the interests of your trans students.
- If a student asks for help, do your best to provide it.
- Put up BeLonG To posters and engage in Stand Up Awareness week.
- Do all these things even if there are no openly trans students. It is likely that they are there, even if you don't know it.

Accommodating

- Allow students to use the bathroom that matches their gender.
- Make a gender-neutral bathroom available and accessible to all students.
- Allow students to share rooms on overnight trips with other students of the same gender.
- If students are not comfortable in gendered spaces, make neutral rooms or single rooms available by choice.
- Ensure that trans students are not obliged to partake in P.E.
- Allow students to wear the uniform they feel most comfortable in.

SUPPORTS FOR LGBTI+ STUDENTS

Talk to your students about the services and supports that are available to them from BeLong To Youth Services.

We are the national organisation supporting LGBTI+ young people in Ireland. Since 2003, we have worked with LGBTI+ young people offering safety and support through our services. Let your students know about BeLong To and what supports are available for them.

Youth Groups

We support youth groups for LGBTI+ young people and allies in 45 locations across Ireland. These groups provide a space for LGBTI+ young people to develop friendships, get support, and have fun. Activities range from pizza nights and special events to clothing swaps and information nights on a range of LGBTI+ issues – determined by the group members. Visit www.belongto.org to find your nearest LGBTI+ youth group.



Crisis Counselling

Our in-house crisis counselling service, offered in partnership with Pieta House, provides a dedicated LGBTI+ youth counselling service for those experiencing suicide ideation or engaging in self-harm. This service is free of charge and available to LGBTI+ young people aged 14-23. To make an appointment call Pieta House Dublin South on 01 462 4792 and ask to book an appointment for the LGBTI+ youth counselling service or send an email to belongto@pieta.ie

Information and Support

Show your students the website www.belongto.org on your whiteboard and let them know about this useful resource. Under the heading 'Young People' you will find information about coming out, mental health, transgender identities, and bullying. There is also advice for parents and carers, and a section for professionals, which includes upcoming training opportunities for teachers.

“ STAND UP AWARENESS WEEK PROVIDES AN OPPORTUNITY FOR THOSE STUDENTS WHO FEEL INVISIBLE AND ISOLATED TO KNOW THAT THEY ARE AMONG FRIENDS AND ARE WELCOME. ”

— Eamon Daly

Good Counsel College, Co. Wexford.

Thank you to our amazing funders:



We are honoured that Stand Up Awareness Week is endorsed by:



Thank you to Allyson Prizeman of Mount Temple Comprehensive School for her help creating this resource pack.

BeLonG To Youth Services info@belongto.org
 13 Parliament St www.belongto.org
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Supporting Lesbian, Gay, Bisexual & Trans Young People in Ireland



BeLonG To Youth Services is a registered charity in the Republic of Ireland
 Registered Charity Number: 20059798. ©BeLonG To Youth Services

Nobody would have to come out if everyone chose to

COME IN

Teachers, show your support for your LGBTI+ students – encourage your students to **#ComelIn** to school wearing a jumper in their year's colours on Friday 15th November, the last day of Stand Up Awareness Week.

Ask them to beg, borrow or buy a jumper in their year's colours so that the whole school will make up the LGBTI+ rainbow flag: 1st yrs red, 2nd yrs orange, 3rd yrs yellow, 4th yrs green, 5th yrs blue and 6th yrs purple. Please make sure to use **#ComelIn** when you are sharing your photos online

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