

Stand Up Against LGBTI+ Bullying

Stand Up Awareness Week
16th - 20th November 2020



Resource Pack

- Terminology & Language
- Create an Inclusive School
- Supporting Trans Students
- Whole School Activities



Supporting LGBTI+
Young People in Ireland

WELCOME,

By taking part in Stand Up Awareness Week, you are joining hundreds of second-level schools taking a stand against LGBTI+ bullying. Last year a record number of schools participated and as we mark the 11th year of this anti-bullying campaign, we hope more schools will join us in creating safe and supportive environments for all students.

The harrowing results of our *2019 School Climate Survey*¹ painted a bleak picture of the reality of school life for LGBTI+ students in Ireland. Findings indicated that in the 2018-2019 school year, an alarming 73% of LGBTI+ students felt unsafe at school. The results show increased levels of absenteeism since the *LGBTIreland Report*² (2016), which impacts how students negotiate their educational outcomes and their ambitions for the future.

While there is much to do to improve the experiences of LGBTI+ young people in school, it is important to note the positive outcomes when staff members, school curriculum, and school policies are inclusive of LGBTI+ identities. There are remarkable teachers and staff across Ireland saving lives by creating safe, supportive spaces for LGBTI+ students. By running Stand Up Awareness Week in your school, you are playing an important role in supporting your LGBTI+ student community.

This year, during Stand Up Awareness Week, we invite you to relaunch your school's Anti-Bullying Policy, ensuring it specifically names homophobic and transphobic bullying. Not only does this send a positive message of solidarity to your LGBTI+ students, but it also means that staff will feel confident in the school's position and empowered to take action when

they witness homophobic or transphobic words or actions. You can read more about this on page 5.

This year's Resource Pack includes an updated terminology section, tips on supporting trans and non-binary students, and an introduction to teaching your students about combating hate speech. As schools move their learning online, we have a host of educational resources, videos, and worksheets available on our website. We have created these ready-made activities and resources to ensure it is as easy as possible for you to join us for Stand Up Awareness Week in this uncertain climate.

We invite you to encourage your students to #ComeIn to school wearing a jumper in their year's colours on Friday 20th November, the last day of Stand Up Awareness Week. Don't forget to share your photos with us by emailing standup@belongto.org or using the hashtags #StandUp2020 and #ComeIn.

We hope that your entire school community stands up this November 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

¹ Pizmony-Levy, O., BeLonG To Youth Services (2019). *The 2019 Irish National School Climate Survey Report*. Research Report. New York: Teachers College, Columbia University.

LIFE FOR LGBTI+ YOUNG PEOPLE

Share these statistics with your colleagues to ensure the whole team understands why we need to stand up for LGBTI+ students.

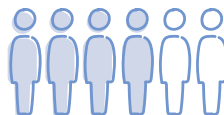
The landscape of Ireland has changed for members of the LGBTI+ community over the past few decades from the decriminalisation of homosexuality in 1993 to the vote for Marriage Equality for same-sex couples in 2015. With these changes, some people may wonder if there is a need for a campaign such as Stand Up Awareness Week.

Irish research indicates that while many LGBTI+ people over 26 live happy, fulfilled lives; those under 26 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.

According to the 2019 School Climate Survey¹

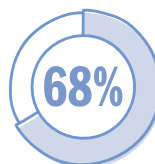


73% of LGBTI+ students feel unsafe at school



77% of LGBTI+ students are verbally harrassed

1 in 3 LGBTI+ students reported that other students are not accepting of LGBTI+ identities*.



of LGBTI+ students hear homophobic remarks from other students.



² Higgins A. et al. (2016) *The LGBTIreland Report: national study of the mental health and wellbeing of lesbian, gay, bisexual, transgender and intersex people in Ireland*. Dublin: GLEN and BeLonG To Youth Services.

STEPS TO LGBTI+ INCLUSION

One supportive educator can change the life of an LGBTI+ student. 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.

Connect with your 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), LGBTI+ Ireland and LOOK (Loving Our Out Kids).

Develop Staff Skills

Participate in our free online training for teachers to create an environment that is safe and welcoming for the LGBTI+ students. This interactive training includes videos, exercises, and quizzes to equip participants to become better at listening to, understanding, responding to, and supporting LGBT+ young people. As part of the training, you will learn about terminology and language, non-binary and transgender identities, and improving your own practice. Sign up today from www.belongto.org

Safe and Supportive Schools Programme

Everyone in the school community has a role to play in creating safe, supportive, and inclusive environments for all students, including LGBTI+ students. Join our Safe and Supportive School (SASS) Programme, developed in partnership with the HSE, and create a school environment that is fully supportive of LGBTI+ students. We will be there to support you every step of the way with practical action points and learnings. Joining SASS is an ideal way to celebrate the work you are already doing to support LGBTI+ students and bring the entire school community on this journey. For more information, get in touch with our Education and Training Coordinator: training@belongto.org/ 01 670 6223.



YOUR ANTI-BULLYING POLICY



This year, to mark Stand Up Awareness Week in your school, we invite you to relaunch your school's Anti-Bullying Policy.

Making a specific reference to homophobic and transphobic bullying in your school's Anti-Bullying Policy sends a powerful message that your school does not tolerate such behaviour. Not only does this show your solidarity with LGBTI+ students, but it also aligns with the recommendation of the Department of Education and Skills 'Anti-Bullying Procedure' to deal explicitly with homophobic and transphobic bullying in your school.

It has been proven that LGBTI+ bullying is lower in schools that have developed anti-bullying policies that explicitly state that anti-LGBTI+ bullying is wrong and will not be tolerated. In these schools, LGBTI+ students are less likely to experience harassment and are more likely to report incidents when they occur. Teachers in these schools are much more likely to intervene in incidents of LGBTI+ related bullying as they are confident about the school's position.

What your school can do:

Review your Anti-Bullying Policy in line with the DES Action Plan on Bullying (2013) and the Anti-Bullying Procedures, ensuring that:

- Homophobic/transphobic bullying is recorded as such in the DES Anti-Bullying Procedures 'Template for Recording Bullying Behaviour' and monitor related trends.
- The Anti-Bullying Policy is linked to the code of behaviour, which identifies unacceptable behaviour that can lead to bullying, for example the use of homophobic language.
- All staff are aware of the policy and their role in implementation, particularly in relation to homophobic/ transphobic language and name-calling.
- A 'no tolerance' approach is taken by all staff in relation to homophobic/ transphobic language and name-calling and in all aspects of school life.
- Ensure that all staff and the school community are aware of the policy. Make explicit reference to the nine grounds of Equality Legislation, including sexual orientation and gender identity, in the school policies and school mission statement.

LGBTI+ LINGO

A simple, yet effective way of showing support is to use LGBTI+ related terms accurately and respectfully. 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.

Lesbian: A woman who is attracted to other women.

Gay: Someone who is sexually or romantically attracted toward people of the same gender. This term is often used by someone who is male-identified, who is romantically or sexually attracted to other male-identified individuals.

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

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

Pansexual: Someone whose romantic and/or sexual attraction towards others is not limited by sex or gender.

Queer: Some people use queer as another term for LGBT+ people. Other people may use it to explain their gender, sexual or political identity. Some people still use this word as an insult, so unless you know how someone feels about the word, you shouldn't use it to describe them.

The best way to ensure that you are using the proper terms when referring to an individual is to ask them what they prefer.

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 recorded at birth.

Transgender/Trans: People whose gender identity doesn't match the sex they were recorded at birth.

Non-binary: Someone who identifies as neither exclusively male or female or maybe identifies as both.

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



Join Us Online

The school environment is very different this year and we want to make it as easy as possible for you to take part in Stand Up Awareness Week. As a result, we have created a host of online resources for you to share with your class. These include video resources with discussion points and additional activities. Visit www.belongto.org/standup

Be a Virtual Ally

As we move to a more virtual world, there are many ways you can support LGBTI+ students online. Put your pronouns in your name window to let LGBTI+ students know you realise the importance of pronouns. Invite your students to do the same – not only does this open a conversation but it also ensures you accurately refer to students when calling on them.

Create a Rainbow Flag #Comeln

On Friday, November 20th, 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.

Relaunch your Anti-Bullying Policy

Stand Up Awareness Week is a week for your school to take a stand against LGBTI+ related bullying. Let your school community know that you will not tolerate LGBTI+ bullying by relaunching your Anti-Bullying Policy explicitly naming homophobic and transphobic bullying in the policy. Read more about this on page 5.

Same-Sex Couples

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

My Networks

Using hands as templates, ask students to draw out their hand on a piece of paper and think about who they would be able to talk to if they or one of their friends was experiencing anti-LGBTI+ bullying. Ask them to identify five people or organisations that they might be

able to confide in or ask for help (see page 14 for information on LGBTI+ support services). Discuss what kind of people these might be and ask your students to describe what the important qualities are for example trust, honesty, someone who will listen.

Poster Design

Support your students to design posters that represent diversity and inclusion. Ask the group what positive words, images, and colours they think about in relation to LGBTI+ identities 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 ready-made questions and answers template on our website – there are rounds on LGBTI+ history, culture, and terminology.

Rainbow Content

Encourage students to write what they can do to help make their school a safer place for their LGBTI+ friends on a strip of coloured construction paper. Create the strips (links) using sheets of different coloured construction paper to make the rainbow. Cut into strips up and then staple or glue them together, resulting in one long, connected chain that visually represents the power of uniting together as a school to protect our LGBTI+ friends. Hang the link in your school corridor or cafeteria.

Words Hurt

This activity helps students learn about hate speech against the LGBTI+ community. Put posters with the words ‘agree’ and ‘disagree’

on opposite sides of the room. Read out the five statements from Words Hurt worksheet on our website (www.belongto.org/standup) and ask students to walk to the position of agreeing or disagreeing in the room. You can learn more about hate speech and the LGBTI+ community on pages 10 and 11.

Raise Funds

BeLonG To is a charity providing life-saving support services for LGBTI+ young people across the country. 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 20th. For a fundraising pack, contact Oisín or Caroline: fundraising@belongto.org /01 670 622.

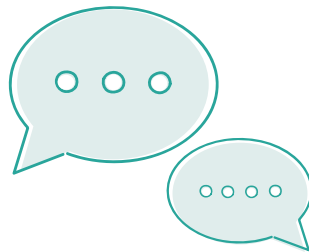
Find Inspiration

For over a decade, schools across Ireland have creatively marked Stand Up Awareness Week never forgetting the core anti-bullying focus. From walls of supportive messages to inspirational local LGBTI+ guest speakers, there are many ways you can put the spotlight on inclusivity and equality. Check out the hashtags #StandUp19 and #ComeIn for some inspiration.

Teachers, send us photos of your 2020 Stand Up Awareness Week activities and be in with a chance to win one of four €50 One4All vouchers! Email your entries to standup@belongto.org before December 4th, 2020.



CURRICULUM ACTIVITIES



Raising awareness of LGBTI+ identities can and should be done in all subjects. Here are some ideas on adding an LGBTI+ focus to any subject you teach.

Irish

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

Science

Alan Turing is one of the most famous gay men in science. This brilliant scientist and mathematician is known for breaking the enigma code for WW2 and for creating the Turing machine in 1936. This machine included the idea of a computer program. Using the handy resource on our website, with your class highlight the scientific contributions of LGBTI+ individuals.

Home Economics

Face masks are now a part of our daily lives as we all play a part in preventing the spread of COVID-19. Teach your students how to make face coverings and to mark Stand Up Awareness Week incorporate the colours of the Pride flag.

PE

In our *2019 School Climate Survey*, LGBTI+ students told us that PE is a subject they avoid due to feeling unsafe. Discuss and challenge gender norms in sports and athletics and talk about how PE can be a safer and more inclusive subject for LGBTI+ students.

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 journalist and LGBTI+ activist, Lyra McKee, and the annual Youth Issue of GCN (Gay Community News) magazine written by LGBTI+ youth.

Share the Huffington post video and article from LGBTI+ activist and actress Laverne Cox talking about her experiences as a member of the trans community. Show your students the Key Findings of our *2019 School Climate Survey* to highlight the experience of LGBTI+ students at schools across Ireland. Discuss the role schools and students can play in creating a safe environment for LGBTI+ students. Visit www.belongto.org/standup for links to these articles and other great resources to share with your students.

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+.

LEARN ABOUT HATE SPEECH

Words hurt and can deeply impact a student's school experience. Create an understanding of this impact by sharing these resources with your class.

What is LGBTI+ hate speech?

LGBTI+ hate speech is any communication or expression which advocates, promotes, or incites hatred, discrimination or violence, against any individual or group, because of their sexuality, sex characteristics, gender expression or gender identity.

For LGBTI+ people hate speech can look like:

- Threats to an individual or group
- Online abuse and cyberbullying
- Words, images, and videos that call for or glorify violence against a group
- Encouraging others to commit hate crimes
- Grossly offensive posts or comments
- Trolling (posting offensive, upsetting or inflammatory comments online in an attempt to hurt and provoke a response)
- The use of slurs
- Stereotyping

Online LGBTI+ hate speech is the same as hate speech in person except it takes place online. LGBTI+ Hate speech online can look like:

- Trying to damage someone's reputation by making false comments
- Pretending to be someone online
- Doxxing: publishing personal information about you (including intimate videos and photos)
- Outing someone: telling someone that someone is LGBTI+ without their knowledge or consent when they are not "out" to everyone
- Trolling: posting offensive, upsetting or inflammatory comments online in an attempt to hurt and provoke a response

What is the difference between hate speech and bullying?

Hate speech is not the same as bullying, though both are very harmful. Bullying targets an individual – sometimes because of an aspect of their identity but not always.

Hate speech always targets by identity, sometimes toward an individual because of their identity but more often it targets the group. By targeting the group, hate speech hurts everyone in that group.

LGBTI+ hate speech can happen:

- Publicly, for example in school or at the football pitch
- Privately, for example through social media, messaging apps, dating apps, and emails.

Tackle LGBTI+ hate speech in your school, community and society

1. Recognise

You can recognise LGBTI+ hate speech when an expression or communication attacks a group of people because of their LGBTI+ identity. This can include hateful language, stereotyping or discrimination against a group because of their identity.

2. Challenge

When you hear something offensive towards an LGBTI+ student, you should point out that it is hate speech and is harmful. You can say it or comment online if it is safe to do so.

3. Defend

When someone is spreading hate speech about LGBTI+ people, it is important to defend our LGBTI+ friends and family. Share stories with a human rights perspective that are insightful and that challenge stereotypical and hateful content.

4. Report

If you encounter LGBTI+ hate speech, you should report it to your teacher, principal, or a trusted adult such as a parent.

If you encounter LGBTI+ hate speech online you should report it through the website. Many social media sites have a reporting tool specifically for hateful material.

Hate speech is a crime under the Prohibition of Incitement To Hatred Act, 1989. If you are concerned about an incident of hate speech, you can reach out to the Gardaí.

Activity: Recognising LGBTI+ hate speech

Read these examples to your class and ask them to determine if it is an example of hate speech or not.

Example 1:

You are getting books from your locker and you notice someone has written an LGBTI+ slur on your friend's locker.

This is hate speech because it is the use of a word historically used to discriminate against a group of people because of their sexuality or gender identity and aims to harass and intimidate someone.

Example 2:

You are playing hurling with your local team and you miss a goal, someone on the other team says that you missed because "you're gay".

This is hate speech because it is stereotyping someone's ability based on their sexual orientation.

Example 3:

Visual of Instagram comment on Pride photo saying "Gay people shouldn't be allowed to have Pride, they are all sick".

This is hate speech because it is eliciting hate online and encouraging others to believe that LGBTI+ people should not be allowed to gather and celebrate their experiences. And it puts forward negative beliefs the LGBTI+ community due to their identity.

Discussion points:

- Why is this hate speech?
- What should we do in this situation?
- How can we prevent hate speech in our school and community?

SUPPORTING TRANS STUDENTS

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.

Like all students, trans youth need the support of the adults in their lives to develop a strong sense of self and thrive.

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.

Names and Pronouns

Trans students need to be called their correct name and pronouns in day-to-day interactions. Changing a student's name or gender on the school register is a decision the Board of Management makes, but this should not impact everyday use of the student's name and pronouns.

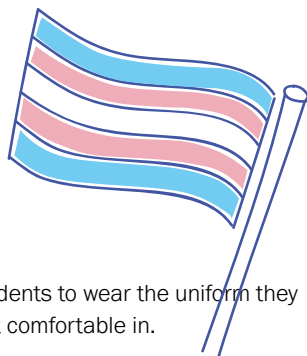
Uniforms

Many schools have gendered uniforms which can cause challenges for trans students. Trans students should be allowed to wear a uniform that is consistent with their gender identity. If your school does not have variations in the uniform e.g. skirts and trousers, you may need to ask for specific accommodations like a gender-neutral option on behalf of your trans students.

Bathrooms and Changing Rooms

Trans students should be able to access toilets and changing facilities that correspond with their gender identity. Being able to access gender-neutral toilets can be particularly important as someone transitions. Talk to the colleagues in your school about the needs of trans students relating to feeling safe in spaces such as bathrooms and changing rooms.

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.

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.

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 PE to partake in PE.

- Allow students to wear the uniform they feel most comfortable in.

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.
- Remember that different students will be comfortable with different things, so when in doubt, ask the student of a trans person.

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.

SUPPORTS FOR STUDENTS

BeLoNG To Youth Services is the national organisation supporting LGBTI+ young people in Ireland. Since 2003, we have worked with LGBTI+ young people across Ireland 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. Many of these groups are now operating online. 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.

Tools and Resources

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.

Digital Support Services

We are here to offer support to LGBTI+ young people. Our Youth Workers provide confidential text, email, and phone support. They are happy to listen, provide you with information and make referrals if needed. Reach out and talk to our friendly, expert Youth Workers in confidence: www.belongto.org/we-are-here-for-you.

Crisis Counselling

Our in-house crisis counselling service, offered in partnership with Pieta, 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 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

“ Students approached me saying how proud they were that the school was proactive in showing the community that we were inclusive, welcome, and intolerant of bullying. ”

— **Pierce DeCourcy**

Regina Mundi College, Douglas, Co. Cork

Thank you to our amazing funders:



An Roinn Leanaí agus Gnátháid Oige
Department of Children and Youth Affairs



An Roinn Oideachais agus Scileanna
Department of Education and Skills



Rialtas na hÉireann
Government of Ireland



Stand Up Awareness Week is endorsed by



BeLonG To Youth Services
13 Parliament St
Dublin 2, D02 P658

info@belongto.org
www.belongto.org
01 670 6223



Supporting LGBTI+
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, 2020

COME IN

So no one has to come out

Teachers, show your support for your LGBTI+ students – encourage your students to #ComeIn to school wearing a jumper in their year's colours on Friday 20th 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 #ComeIn when you are sharing your photos online



Supporting LGBTI+
Young People in Ireland

Stand Up Awareness Week against
LGBTI+ Bullying 16-20 November 2020