

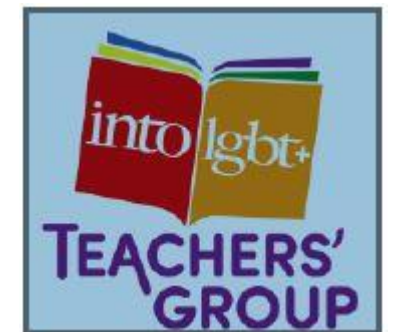
Supporting LGBT+ Inclusion

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Irish National Teachers' Organisation

- Primary teachers in the Republic of Ireland
- Primary & post-primary teachers in Northern Ireland
- 50,000 members
- Department of Education pay teachers but individual school Boards of Management employ teachers
- High proportion of primary and post-primary schools have religious patrons => perceived and real tensions between religious ethos and teachers' sexual orientation
- Active INTO LGBT+ Teachers' Group



Union actions

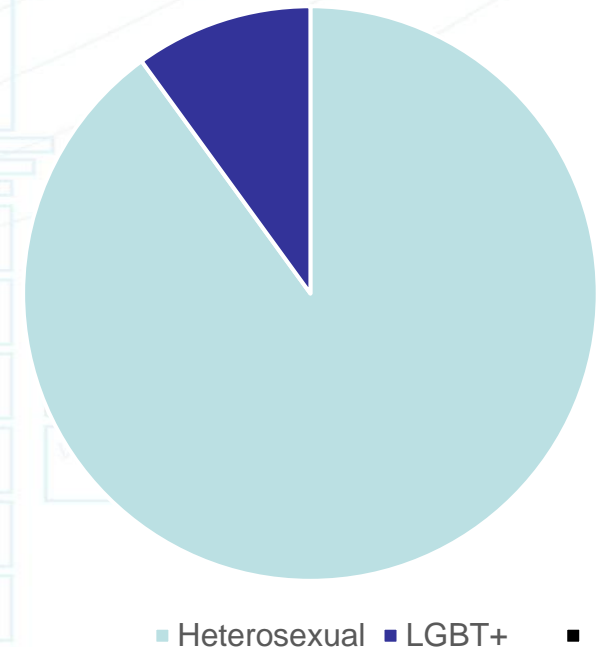
- Research among members
- Equality Conference on LGBT+ inclusion
- Teacher professional development
- Union officer training
- Union Policy on Pronouns
- Union Conference motion
- Union allyship

Research among members

The INTO Equality Committee, working with the INTO LGBT+ Teachers' Group, surveyed members on the following LGBT+ related issues:

- The experiences of LGBT+ teachers in our schools.
- Awareness of LGBT+ teacher issues in our schools.
- Preventing and dealing with homophobic and transphobic bullying among pupils and students.
- Gender non-conforming pupils/students and pupils/students transitioning between genders.
- Usualising LGBT+ identities through the school curriculum.

Responses:
2,362
Sexual Orientation:
90%/10%



Key Findings

Many teachers actively hide their sexual orientation:

- Only 15% of the respondents were out to staff, parents and pupils in their schools.
- 37% were out to staff only
- 35% were not but not out in school
- 13% were not out at all.

“People are supportive on a personal level but not on a level where colleagues are happy for me to be openly gay with pupils and parents.”

Difference in perception between teachers who identify as LGBT+ and those who don't:

- Do you deem your staffroom/school to be supportive of LGBT+ staff?
- Do you consider your school policies to be LGBT+ inclusive?
- Do you consider your school to have a positive environment for LGBT+ people?

Preventing and dealing with homophobic and transphobic bullying among pupils and students

- The vast majority (89%) had not received any training in how to educate about and prevent homophobic/transphobic bullying.
- 36% of respondents indicated that they were not confident implementing LGBT+ strategies in their classrooms,
- The majority were confident (62%) or somewhat confident (28%) challenging homophobic/transphobic name calling by pupils.

Limited awareness of supporting gender non-conforming pupils/students and pupils/students transitioning between genders

- 75% of pupils/students did not have access to gender neutral toilets
- 59% of pupils/students did not have gender neutral uniform options

Key Recommendations

- That teachers are made aware of the need for LGBT+ inclusion and visibility within the school context
- That teachers are provided with comprehensive training and support
- That education partners need to publish agreed guidelines and resources to empower schools to implement best practice in the area of LGBT+ inclusion and support.
- That school patrons/management bodies need to publicly affirm their regard for and support the implementation of equality legislation and all relevant guidelines issued with regard to LGBT+ inclusion.
- That teacher employers make it explicit that they are equal opportunities employers on all applications for employment and promotion, including internal promotions and that a guarantee of privacy and confidentiality is given in relation to all information submitted by the applicant.
- That all schools implement a culture of zero-tolerance towards homophobic, transphobic and biphobic language and actions and that this culture be clearly communicated to all staff, pupils and the wider school communities.

Equality Conference on LGBT+ inclusion

Aims

- Contribute to awareness raising & visibility
- Contribute to training
- Show allyship



- 5 module online CPD course
- Designed & facilitated by INTO LGBT+ Teachers' Group
- Animated video examples of best practice:
 - 'Teacher, what does gay mean?'
 - 'Teacher, Lucas wants to marry Tom!'
 - Facilitating a social transition
 - Dealing with a homophobic bullying incident

LGBT+
Identities
and
Visibility

Understanding
Gender Non-
Conformity
and Gender
Transition

Creating an
LGBT+
Inclusive
Classroom

Preventing
and Dealing
with
Homophobic,
Biphobic and
Transphobic
Bullying

Creating
an LGBT+
Inclusive
School

'Teacher, what does gay mean?'



Online interactive webinar as part of Autumn Officer Training programme & delivered by INTO LGBT+ Teachers' Group Rep and INTO Equality Officer:

- General terminology
- Importance of visibility & representation
- Pronouns
- Leadership and allyship

Policy on pronouns adopted by INTO Central Executive Committee:

INTO adopts the following as policy on the working use of gender pronouns with appropriate training being provided to support the implementation of the policy.

- a) all INTO documents and communications use gender inclusive language (he/she/they)*
- b) the gender of members is only asked for when necessary and when this information is required a wide range of responses is allowed for (e.g. male/female/non-binary/transgender male/transgender female/transgender etc.)*
- c) all INTO email signatures include an indication of gender e.g. (she/her), (he/him), or (they/them)*

*** 2. Please state your gender**

- Male
- Female
- Non-binary
- Transgender Male
- Transgender Female

- Submitted by Equality Committee to Union Conference (Apr 2021)
- Passed unanimously



“ Congress fully commits to protecting equal employment opportunities, participation and treatment, particularly with regard to recruitment and promotion, of all teachers regardless of gender identity or sexual orientation. Congress commends the proactive steps taken by many schools to create a safe, supportive and inclusive environment for LGBT+ staff, parents and pupils and wholly condemns any homophobic, biphobic and transphobic attitudes that may be expressed, including implicitly, in schools.


Congress calls on the CEC to:

ensure that all Republic of Ireland members are made aware of the changes to Section 37.1 of the Employment Equality Act via the Equality Miscellaneous Provisions Act (2015) and what this means in practice for them and that all members in Northern Ireland are made aware of the Fair Employment and Treatment Order (1998, 2003) and Section 75 of the Northern Ireland Act and what they mean in practice for them;

1. ensure that guidance in LGBT+ inclusion (with regard to staff, parents and pupils) is included in INTO CEC and officer training, national committee training and INTO Principals' Seminars for the 2021/22 and 2022/23 school years, and the need reviewed thereafter;
1. provide all INTO members with access to:
2. information on LGBT+ terminology and identities;
3. examples of best practice with regard to proactive inclusion of LGBT+ staff, parents and pupils;
4. resources designed to aid schools in the development of their practice in this area;
1. provide clear leadership through the union with regards to correct and appropriate use of gender pronouns by:
2. ensuring all INTO documents use gender inclusive language (he/she/they);
3. asking for the gender of members only when necessary;
4. allowing for a wide range of responses when this information is required (male/female/non-binary/transgender male/transgender female etc.);
5. encouraging cisgender members to share their gender pronouns (e.g. as part of introductions or in their email signature) to create a safe space for transgender and non-binary colleagues to do likewise;
6. informing other educational partners in both jurisdictions (including their respective Departments of Education, employing bodies and authorities, NISTR and Teaching Councils) of the necessity to be gender inclusive in their approach to facilitate participation of transgender and non-binary teachers in their systems and processes;
1. ask the Departments of Education in both jurisdictions to take steps to make teaching an attractive and proactively welcoming career option for LGBT+ people.



INTO (Irish National Teachers' Organisation)  @INTOnews · 1h ...

 "We are saying loudly and proudly, 'LGBT+ teachers are welcome here,'" said Joe McKeown, the newly elected INTO president.

 **Irish Examiner**  @irishexaminer · 1h

Teachers vote to protect peers from discrimination in schools
[irishexaminer.com/news/arid-4026...](https://www.irishexaminer.com/news/arid-4026...)



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14



