

Ten Things Your School Or College Can Do To Challenge Transphobia

- 1. Acknowledge and identify the problem of bullying.**
The most important step is to recognise that all sorts of bullying takes place in formal and informal settings even if some forms are not immediately visible.
- 2. Develop policies which recognise the existence of transphobic bullying.**
Ensure that your anti-bullying policy takes transphobic bullying into account. Take other appropriate action such as challenging the use of the word 'tranny' and ensuring fast removal of graffiti.
- 3. Promote a positive social environment.**
The ethos of the entire school or college community, including all staff and parents, ought to be to support everyone, regardless of their differences and to ensure that they are happy and safe.
- 4. Address staff training needs.**
Do not assume that only LGBT+ staff are able to deal with transphobic bullying but ensure all staff are confident they know how to react to such situations.
- 5. Provide information and support for young people.**
Make age-appropriate information about services and support available through notice boards, school or college planners and websites.
- 6. Include addressing anti-bullying, including transphobic bullying, in curriculum or activity planning.**
Try to include awareness-raising about anti-bullying including transphobic bullying in an age-appropriate way so that everyone understands and respects diversity. This can be done in formal and informal settings e.g. by providing information about LGBT+ groups in appropriate places within formal and informal settings.
- 7. Feel able to use outside expertise.**
People working in external agencies (such as EACH, LGBT+ charities, youth workers or telephone helplines) can offer support in addressing transphobic bullying.
- 8. Use positive role models.**
Openly LGBT+ staff, governors, youth workers, parents/carers and/or pupils can all be powerful role models for your school or college.
- 9. Do not make assumptions.**
Do not assume that all pupils or students are, or will be, cisgender. Do not assume that all adults working with your pupils are cisgender. Do not assume that all pupils or students experiencing transphobic bullying are transgender.
- 10. Celebrate achievements.**
Make successes known, such as updating your anti-bullying policy or reducing the incidence of bullying, through tutorial or information sharing time, newsletters, notice boards or websites etc.

