Good Practice Guidelines

LGBT TEACHERS' GROUP
Lesbian, Gay, Bisexual, and Transgender
into visibility, diversity, equality
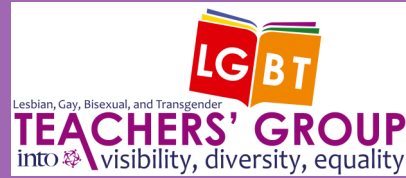
Creating an Inclusive School

- An inclusive curriculum starts in Junior Infants. Ensure all types of families and relationships are represented in your class discussions, lessons and resources.

- Check that your enrolment form caters for all types of families (for example by using the terms 'Parent/Guardian' and 'Relationship to Child' instead of 'Mother/Father').

- Ensure that all parents, teachers and staff members are respected, valued and welcomed in the school.

- Be aware that children in your school come from a variety of family backgrounds including same-sex families, single parent families, grandparent-led families, foster families, adoptive families, as well as many others.

- Ensure the school environment is rich with resources that celebrate all family types, for example, posters, displays and library books.

- Respond effectively to homophobic or transphobic language. When pupils use phrases such as 'that's so gay' or 'you're so gay' they may not realise the negative impact of their language on others. It is essential for the teacher to challenge such language. Be clear that 'gay' is not a 'bad word' and should be used in the correct context.

- Tackle homophobic and transphobic bullying. Implement rigorous and explicit bullying policies in accordance with the Department of Education and Skills' Anti-Bullying Procedures. Ensure that you have educational and preventative strategies in place that are reviewed and updated frequently.

- Explore the positive contributions of LGBT individuals to Irish and global society.

- Enable the children to recognise and challenge gender stereotypes. Remind them that girls and boys can like and do many things.

- Embrace the individuality of all children. Encourage the children to respect and celebrate the uniqueness of one another.