

WHAT'S INSIDE THE ONLINE

Supporting LGBTIQA+ students guide



[inclusive.tki.org.nz/guides/
lgbtiqa](https://inclusive.tki.org.nz/guides/lgbtiqa)

Strategies and suggestions to help school leaders and teachers build a school culture where all students are included, visible and valued

→ Click to view section on the TKI website


Success for All
every school • every child


MINISTRY OF EDUCATION
TE TĀHUHU O TE MĀTAURANGA

Understanding sex, gender, and sexuality diversity →

Build understanding of key concepts and terms →

Young people's perspectives (NZ)

Definitions

Why pronouns matter

Knowing what words to use

Transgender identities

Explore understandings about sex characteristics, gender, and sexuality diversity →

Cultural and religious considerations

Takatāpui: Māori identity expressions

Takatāpui stories (NZ)

Pasifika youth perspectives (NZ)

Challenging binary norms (NZ)

Understand key concerns and experiences of LGBTIQA+ students →

Seven common concerns

Bullying, homophobia, transphobia (NZ)

The need for visibility

Risks of isolation (NZ)

Six wellbeing objectives

Understand legal obligations and children's rights →

NZ Curriculum values

Legal obligations

Commitment to diversity

Freedom from discrimination

Inclusive school policies

Engage with community perspectives and the expectations of your school →

Keep an open door

Communication and information sharing

Possible approaches

Reflective questions

Creating inclusive school-wide systems and processes →

Involve all students in the design of inclusive and safe environments →

Seek diverse perspectives (NZ)

Engage students as partners

Acknowledge expertise

Plan environments together

Introduce students to UDL

Resource and support comprehensive sexuality and gender education →

Sexuality education in NZ Curriculum

Areas to resource and explore

Subject option at all levels

Community consultation cycle

Implementation approaches

Prevent and respond appropriately to homophobic, biphobic and transphobic bullying →

Understanding homophobia and transphobia (NZ)

LGBTIQA+ in anti-bullying policies

Strategic and practical actions to prevent bullying

Responsive leadership

Identify where bullying occurs

Develop inclusive school-wide policies, systems, and procedures →

Policy protection

Review your policies

Respectful transition approaches

Inclusive procedures for ENROL and SMS

Inclusive design of forms

Provide support systems for students and whānau →

Foundations of an inclusive culture

Supporting students and whānau

Support agencies

Peer-to-peer support

Supportive adults

Provide professional learning to build all-staff understanding of students who identify as LGBTIQA+ →

Identify staff professional development needs

Partner with outside agencies

Develop supportive advocates

Review staff professional development

Use a culturally responsive approach

Addressing immediate environmental, physical, and social needs →

Address equitable uniform options and approaches →

Understand threats to learning
Inclusive uniform policies
Tips for inclusive uniforms
Resources to support discussion

Address options for accessible gender-neutral toilets →

Understand threats to wellbeing
Student experience
Inclusive signage options
Building code-compliant toilets
Ministry guidelines

Provide access to safe spaces, changing rooms and school trips →

Understand threats to wellbeing
Access to safe spaces and support
Student experiences in PE and sport
Safety in changing rooms
Inclusive school trips

Provide access to responsive, youth-friendly health care services →

Benefits of on-site health care
Strategies to support students
Review pathways to support
Selecting online support resources

Developing an inclusive classroom and curriculum →

Develop inclusive classroom roles, routines, and systems →

Impact of gender segregation
Review binary approaches
Alternatives to grouping by gender
Inclusive classroom roll
Safe classroom protocols

Use inclusive language to affirm diversity →

Explore gender norms
Identify gendered language
Embed inclusive language
Use preferred pronouns
Use students' chosen names

Make LGBTIQ+ content and themes visible across the curriculum →

Impact of invisibility
Integrate LGBTIQ+ content into the curriculum
Build understanding of diversity
Select inclusive resources

Use targeted programmes to facilitate opportunities for healthy discussion about sexuality, gender identity, and diversity →

Inside out - We all belong (NZ)
LGBTIQ+ diversity workshops
Wellbeing@school
School-wide PB4L

Plan and deliver sexuality and gender education within *The New Zealand Curriculum* Years 1-6 →

Use the Sexuality Education Guide
Explore Te Whare Tapa Whā
Focus areas in years 1-6
Understand developmental stages
Tips for developing programmes

Plan and deliver sexuality and gender education within *The New Zealand Curriculum* Years 7-13 →

Use the Sexuality Education Guide
Explore Te Whare Tapa Whā
Focus areas years 9-10
Focus areas years 11-13
Prioritise access for students in years 11-13

