WHAT'S INSIDE THE ONLINE

Supporting LGBTIQA+ students guide

inclusive.tki.org.nz/guides/lgbtiqa

Click to view section on the TKI website

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

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

Provide support systems for students and whānau →

- Foundations of an inclusive culture
- Supporting students and whānau
- Support agencies
- Peer-to-peer support
- Supportive adults

Engage with community perspectives and the expectations of your school →

- Keep an open door
- Communication and information sharing
- Possible approaches
- Reflective questions

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

Success for All

Every school. Every child.

MINISTRY OF EDUCATION
TE TAHUHU O TE MĀTÄRANGA
### 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 LGBTIQA+ content and themes visible across the curriculum
  - Impact of invisibility
  - Integrate LGBTIQA+ 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)
  - LGBTIQA+ 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