

# Werken aan een inclusief schoolbeleid

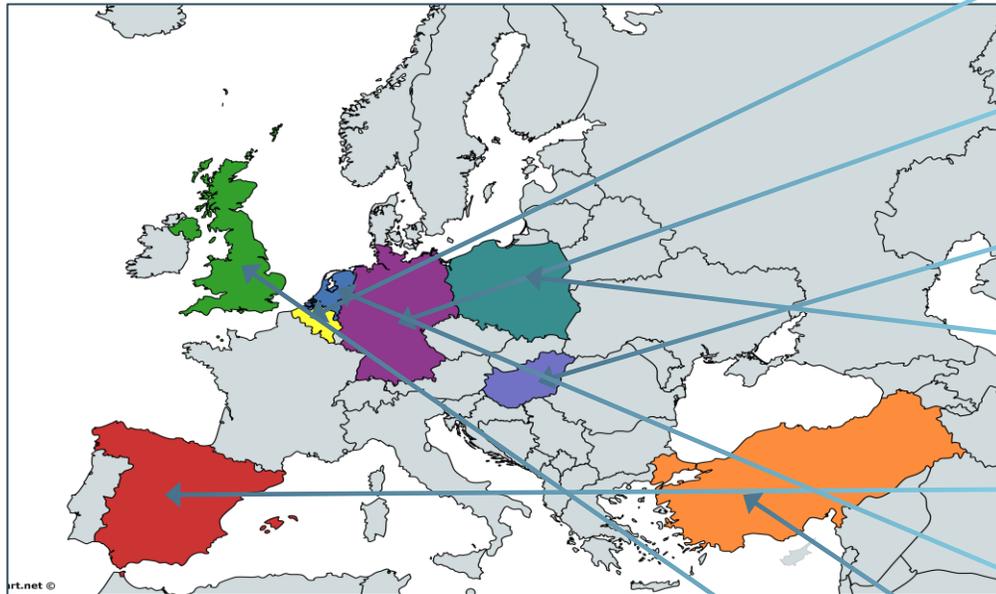
Prof. dr. Oliver Holz  
KU Leuven



# Ontstaan



# Project Homo'poly



Belgium

Germany

Hungary

Poland

Spain

The Netherlands

Turkey

United Kingdom



[Home](#) > [De kracht van verwondering](#) > Op weg naar een inclusieve universiteit

## OP WEG NAAR EEN INCLUSIEVE UNIVERSITEIT

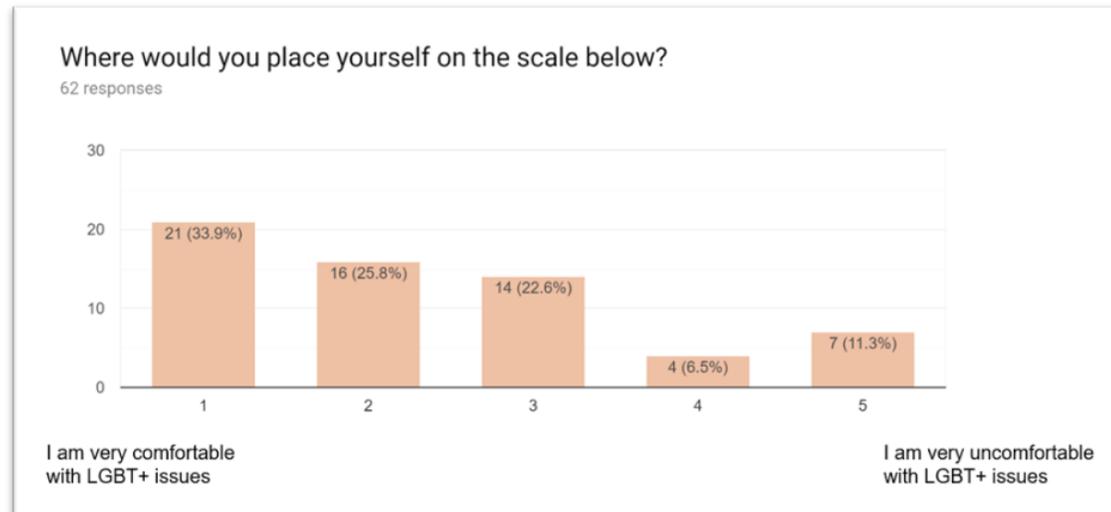
Onderwijs speelt ongetwijfeld een sleutelrol bij de opbouw van een veilige omgeving waarin jongeren hun seksuele geaardheid en genderidentiteit ongestoord kunnen verkennen. Door elke voedingsbodem voor homo- en transfobie uit de weg te ruimen, maken scholen en universiteiten het pad vrij voor een inclusieve samenleving.



# All Inc!

From *Homo'poly to All Inc!* Lessons learned on LGB in education in schools across Europe (Geunis & Holz)

How comfortable are you with LGBT+ issues?



How comfortable is your institution with LGBT+ issues?





## Some facts...

- ERASMUS+ - KA 2 – School Education - project
- September 2020 until August 2023
- Budget 434.015 Euro
- Partner institutions from BE, DE, ES, GR, HU, **NL**, PL & UK



#ALL IN!



UNU-MERIT



UNIVERSITY OF THE AEGEAN



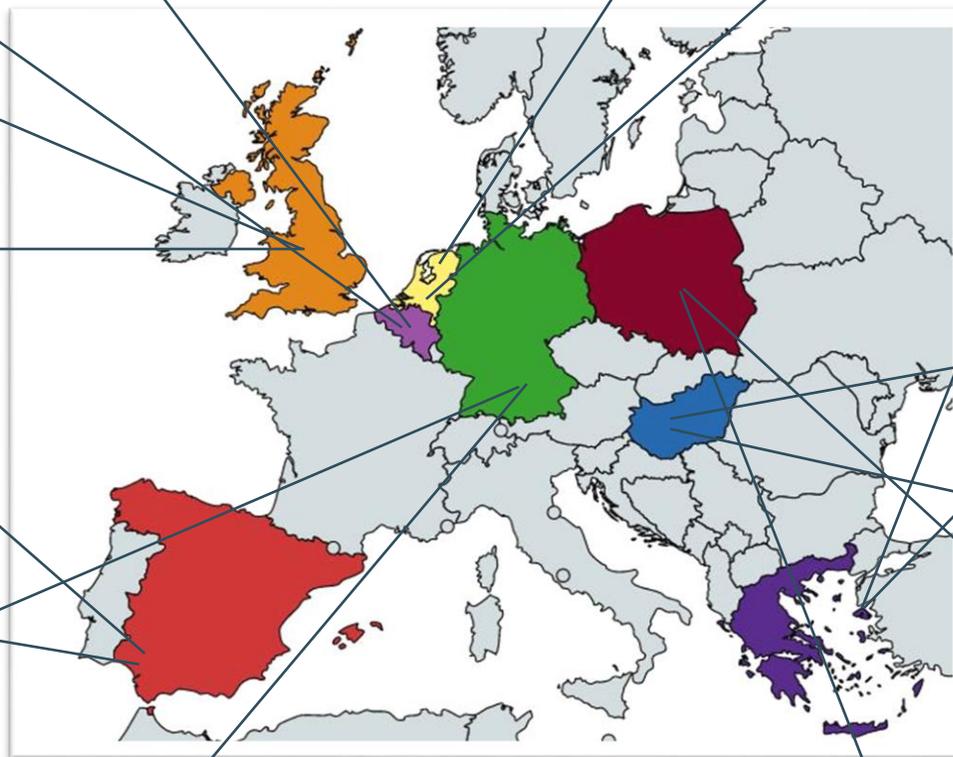
erasmus+  
meer perspectief



SINT-PAULUSINSTITUUT

KU LEUVEN

!mpulse@



UCA

Universidad de Cádiz



I.E.S. Fernando Quiñones  
Chiclana



Gymnasium Kirchheim



UNIVERSITY  
OF LODZ



Eötvös Loránd  
University

Ekto Gimnasio Mitilinis  
"Giannis & Aristeidis Delis"



KU LEUVEN

# Target groups

4 target groups will work together in All Inc!:

1. Pupils in secondary schools aged 13 till 15
2. Secondary school teachers
3. Students and lecturers in teacher training in university colleges and universities
4. Wider school community (parents etc.)

# Outcomes - Impact

1. **Pupils will be more aware of the lived realities of LGBT+ community**, in school and beyond.
2. (Future) **teachers will be better equipped** to make their classrooms, and the wider learning environment, more inclusive of LGBT+ pupils.
3. The **wider school community will be more aware** of, and open to, the needs of LGBT+ pupils and the LGBT+ community more broadly.

# Big picture of All Inc!



O1: LGBT+ in Education across Europe

O2: Co-creating a vision for LGBT+ friendly schools

O3: Tools for schools

O4: Testing, validation and evaluation

O5: Policy Recommendations

O6: Storytelling: the Human Library

# Output 1 - Towards Inclusion: LGBT+ in Education across Europe

Leading institution: BE 1

Duration: Month 1 - 12

Partner institutions: BE 2, DE 1, DE 2, ES 1, ES2, GR 1, GR 2, HU 1, HU 2, NL 1, NL 2, PL 1, PL 2, UK 1, UK 2

## Output:

- as a book (+/- 150 pages in EN) including empirical analysis and country examples
- (international) journal publication
- digitally on the All Inc! Hub

# Output 1 - Towards Inclusion: LGBT+ in Education across Europe

## **Publication with 4 objectives:**

1. Europe: research, recommendations and resolutions regarding LGBT+ in education
2. Development of country-specific study texts
3. An empirical analysis: survey in all participating countries. Target group: secondary school students and teachers, wider school communities, trainee teachers and lecturers in higher education
4. Fit for purpose: building LGBT+ friendly schools (examples of school policies and practices)

### 3. An empirical analysis: survey in all participating countries

| Pupils |     |    |             |             |               |
|--------|-----|----|-------------|-------------|---------------|
|        |     |    |             | % of target |               |
| BE     | 195 | BE | 195         | 65,0%       |               |
| DE     | 587 | DE | 587         | 195,7%      |               |
| ES     | 561 | ES | 561         | 187,0%      |               |
| GR     | 180 | GR | 180         | 60,0%       |               |
| HU     | 86  | HU | 86          | 28,7%       |               |
| NL     | 446 | NL | 446         | 148,7%      |               |
| PL     | 479 | PL | 498         | 166,0%      |               |
| UK     | 366 | UK | 511         | 170,3%      |               |
|        |     |    | <b>2900</b> | <b>3064</b> | <b>127,7%</b> |

| Teachers |     |    |            |             |               |
|----------|-----|----|------------|-------------|---------------|
|          |     |    |            | % of target |               |
| BE       | 18  | BE | 18         | 36,0%       |               |
| DE       | 231 | DE | 231        | 462,0%      |               |
| ES       | 57  | ES | 57         | 114,0%      |               |
| GR       | 59  | GR | 59         | 118,0%      |               |
| HU       | 29  | HU | 29         | 58,0%       |               |
| NL       | 62  | NL | 62         | 124,0%      |               |
| PL       | 77  | PL | 77         | 154,0%      |               |
| UK       | 0   | UK | 28         | 56,0%       |               |
|          |     |    | <b>533</b> | <b>561</b>  | <b>140,3%</b> |

| Students |     |    |             |             |              |
|----------|-----|----|-------------|-------------|--------------|
|          |     |    |             | % of target |              |
| BE       | 250 | BE | 250         | 166,7%      |              |
| DE       | 237 | DE | 250         | 166,7%      |              |
| ES       | 156 | ES | 156         | 104,0%      |              |
| GR       | 133 | GR | 134         | 89,3%       |              |
| HU       | 123 | HU | 123         | 82,0%       |              |
| NL       | 57  | NL | 57          | 38,0%       |              |
| PL       | 64  | PL | 64          | 42,7%       |              |
| UK       | 1   | UK | 1           | 0,7%        |              |
|          |     |    | <b>1021</b> | <b>1035</b> | <b>86,3%</b> |

| Lecturers |    |    |            |             |              |
|-----------|----|----|------------|-------------|--------------|
|           |    |    |            | % of target |              |
| BE        | 15 | BE | 15         | 30,0%       |              |
| DE        | 31 | DE | 31         | 62,0%       |              |
| ES        | 47 | ES | 47         | 94,0%       |              |
| GR        | 22 | GR | 22         | 44,0%       |              |
| HU        | 23 | HU | 23         | 46,0%       |              |
| NL        | 36 | NL | 36         | 72,0%       |              |
| PL        | 18 | PL | 18         | 36,0%       |              |
| UK        | 0  | UK | 0          | 0,0%        |              |
|           |    |    | <b>192</b> | <b>192</b>  | <b>48,0%</b> |

| Community/Parents |     |    |             |             |               |
|-------------------|-----|----|-------------|-------------|---------------|
|                   |     |    |             | % of target |               |
| BE                | 137 | BE | 137         | 274,0%      |               |
| DE                | 159 | DE | 159         | 318,0%      |               |
| ES                | 163 | ES | 163         | 326,0%      |               |
| GR                | 58  | GR | 58          | 116,0%      |               |
| HU                | 42  | HU | 42          | 84,0%       |               |
| NL                | 470 | NL | 470         | 940,0%      |               |
| PL                | 360 | PL | 394         | 788,0%      |               |
| UK                | 0   | UK | 1           | 2,0%        |               |
|                   |     |    | <b>1389</b> | <b>1424</b> | <b>356,0%</b> |

# Output 2: Co-creating a vision for LGBT+ friendly schools

Leading institution: DE 2

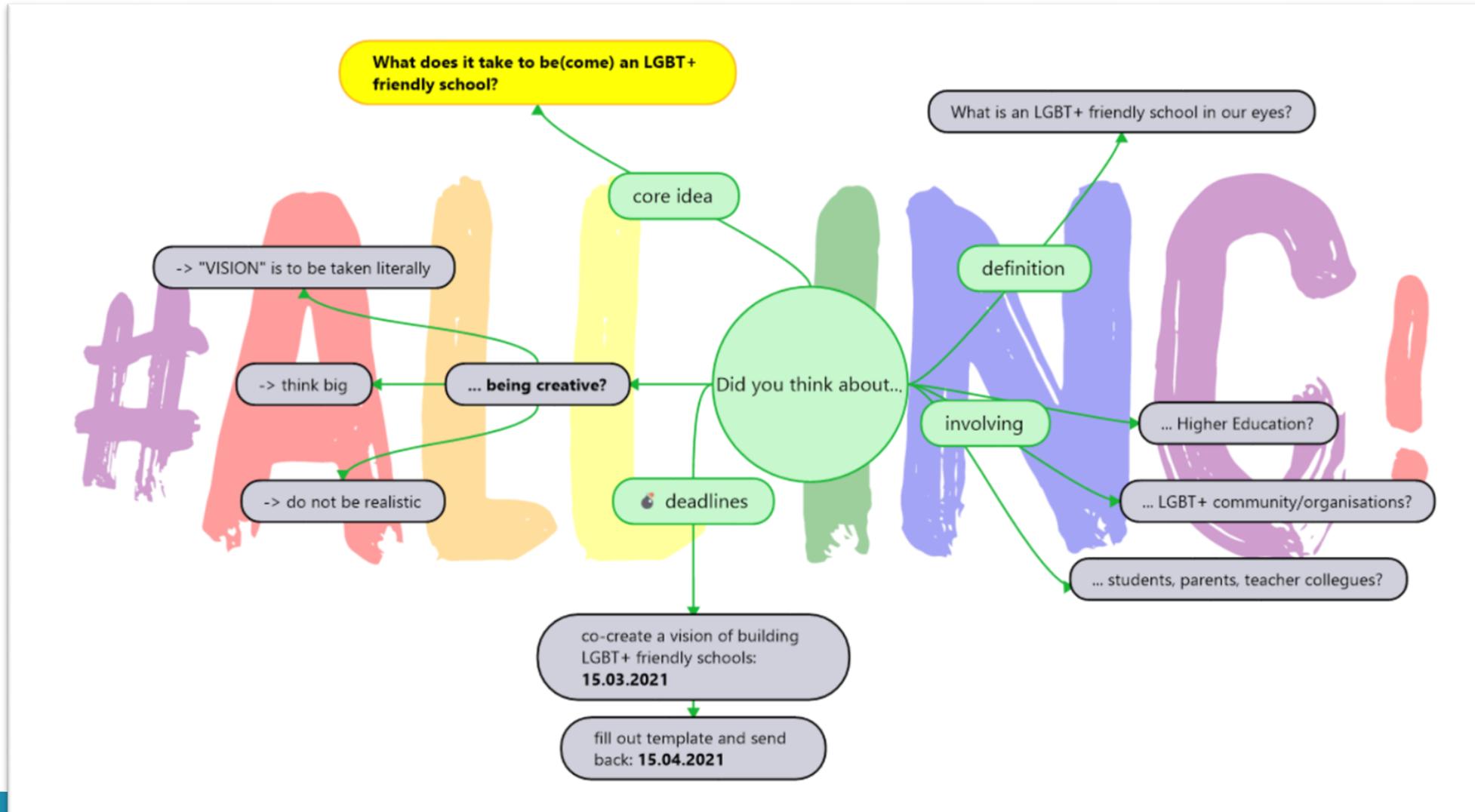
Duration: Month 1 - 12

Partner institutions: BE 1, BE 2, DE 1, ES 1, ES2, GR 1, GR 2, HU 1, HU 2, NL 1, NL 2, PL 1, PL 2, UK 1, UK 2

## **Output:**

- concept/vision of each participating school (various forms)
- shared European vision / consensus of all national results
- digitally on the All Inc! Hub

# Output 2: Co-Creating a vision for LGBT+ friendly schools



**LOVE IS LOVE**  
**SEMANA DEL ORGULLO LGTBIQ+**  
**Semana del 17 al 21 de mayo.**



**#ALLINC**  
 Lunes 17: visita de asociación, inauguración bandera.  
 Martes 18: partido pinfubote.  
 Miércoles 19: visita LGTBIQ+.  
 Jueves 20: tendadero poético(micropoemas y música).  
 4ª hora: recital poético "Amar la diversidad".  
 Recreo del viernes 21: lectura del manifiesto en gradas.  
 Performance "No controles mi forma de vestir"

E.S. Francisco Quiñones  
 Chiclayo  
**ES FERNANDO QUINONES**  
**(CHICLANA DE LA FRONTERA)**  
 Ana Chessa Lobo

**Erasmus+ Programme**

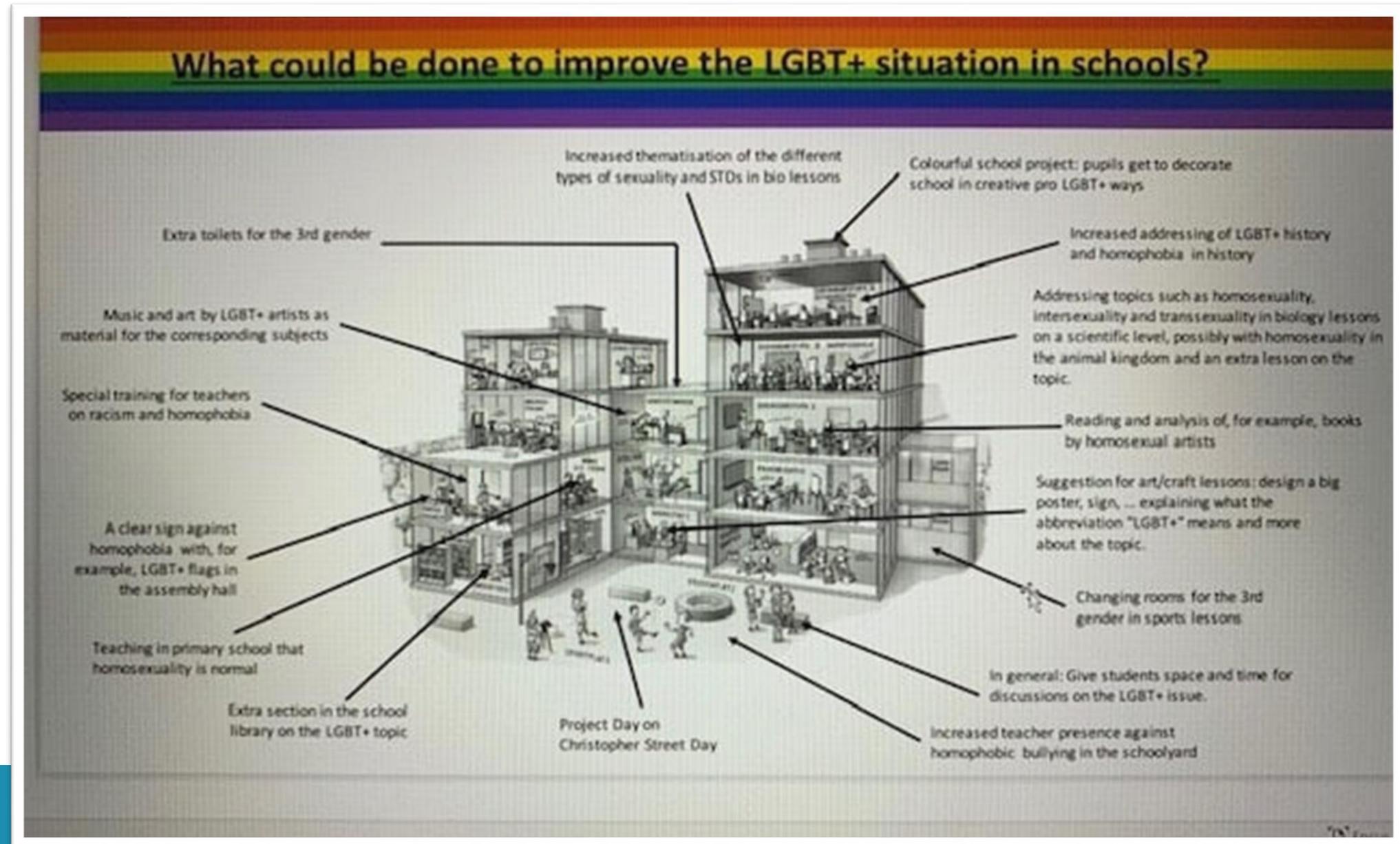
**#ALLINC!**



**Building LGBT  
 &  
 friendly schools across Europe**

**Ekto Gymnasio Mytilinis**

# Output 2: Co-Creating a vision for LGBT+ friendly schools



# What it takes to be(come) an LGBT+ friendly school?

## Staff

- person of trust
- LBGT+- group / focus group (open for teachers, students,...)
- role models
- psychological support (by LGBT+ experienced people)

## Curriculum

### Subjects

- specific subject “sexual education”: developing an understanding of terms and ideas
- all subjects in all grades involved
- diverse material for all subjects

# What it takes to be(come) an LGBT+ friendly school?

## Literature, art, music

- biographies of famous LGBT+ authors, artists, etc.
- search for and analysis of autobiographical elements in their work
- drawings / paintings in art lessons

## (Foreign) Language classes

- embedding LGBT+ topics
- screenings of LGBT+ related films
- learning appropriate vocabulary
- poetry (slam) for diversity

# What it takes to be(come) an LGBT+ friendly school?

## Visibility

### Architecture

- gender-neutral toilets
- gender neutral dressing rooms (sports)

### Interior designs

- multicoloured / rainbow-coloured areas (stairs, classrooms)
- LGBT+ wall
- rainbow curtain
- coloured balloons

### Surrounding/decorations

- poster/photo gallery
- rainbow and other inclusive stickers
- various LGBT+ flags placed around the school with a guide to their meanings

### Equipment

- a library containing LGBT+ material
- informational flyer
- rainbow-coloured lanyard, gadgets, pins

# What it takes to be(come) an LGBT+ friendly school?

## Activities

### Organizing thematic days/weeks

- rainbow day
- annual day of solidarity with LGBT+ people
- relationship days
- IDAHOT day

### Actions / projects

- workshops / teacher trainings on inclusive attitude (e. g. regarding inclusive language,... )
- thematic walk around hometown / next big city (important LGBT+ places and people)
- fundraising for specific organisations / purposes

### Meetings / talks with

- activists working with LGBT+ organizations
- **(social) media activities**
- eTwinning sessions, Instagram, Twitter, ...: creating videos; dissemination
- (famous) people from the LGBT+ community
- family of LGBT+ people

# What it takes to be(come) an LGBT+ friendly school?

## Communication

### Transparent feedback culture

- regular surveys
- anonymous letter box

### Inclusive language

- in official documents / school material
- banning of insulting words (“gay”)
- using appropriate pronouns

# What it takes to be(come) an LGBT+ friendly school?

## Cooperation

### **Building networks / cooperation**

- with non-governmental organizations
- media
- politicians
- universities
- other external partners

# Werken aan een inclusief schoolbeleid

Hoe werk je als school in co-creatie met  
**leerlingen,**  
**leerkrachten en**  
**ouders**  
aan een LGBTQI+-vriendelijke school?

# 8 tips om aan een LGBTI-inclusief schoolbeleid te werken (çavaria)

Tip 1: Start een werkgroep op.

Tip 2: Laat de werkgroep leden het pedagogisch project en schoolreglement op voorhand doornemen.

Tip 3: Begin met een brainstorm.

Tip 4: Inventariseer, wat is er al op school?

## 8 tips om aan een LGBTI-inclusief schoolbeleid te werken (çavaria)

Tip 5: Maak een lijst van zaken die nog moeten worden toegevoegd in het bestaande schoolbeleid en/of schoolreglement.

Tip 6: Schrijf een paragraaf over voorzieningen van trans leerlingen en medewerkers.

Tip 7: Denk na over de toekomst, hoe gaan we het beleid implementeren?

Tip 8: Externe begeleiding kan het proces gemakkelijker maken.

#ALL INC!

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## Building LGBT+ friendly schools across Europe

### Project Summary

|            |   |
|------------|---|
| English    | <p>All Inc! promotes inclusive education by bringing together pupils, (trainee) teachers and the wider school community to build LGBT+ friendly schools. All Inc! is active in Belgium, Germany, Greece, Hungary, Poland, the Netherlands, Spain and the United Kingdom.</p> <p>In each country, a university and secondary school will partner with pupils to co-create visions for LGBT+ friendly</p> |
| Deutsch    |   |
| Castellano |   |
| ...        |   |

