



School Climate Assessment (Staff)

This School Climate Assessment is an inclusivity assessment tool that enables school staff to assess the environment of their school for lesbian, gay, bisexual, transgender, intersex and other students who are diverse in sex, gender or sexuality (LGBTIQ+). This tool is part of a process to identify where the school environment is supportive of LGBTIQ+ students, and where there are areas for improvement.

Each question has the options of yes, no, or 'somewhat', which can be ticked to indicate that there is something in place, but it could be further developed or improved. If you don't know the answer to a question, see if you can find out what is happening in that area by asking staff who would know, or through observation. Space has been allowed for notes to be made under each question.

Your answers to this survey are anonymous. Please be as honest as you can about what is happening in your school.

What is your role?

- Administration
- Student Services
- School Psychologist
- Teacher
- Support Staff

My teaching subject/area is: _____

SCHOOL CLIMATE

1. The school sends positive and supportive messages about students who are diverse in their sex, gender or sexuality to parents and other community members.

- Yes No Somewhat



2. Do you think students who are same sex attracted, gender diverse or intersex would/do feel safe and included at the school?

- Yes No Somewhat

3. The school takes steps to highlight diversity or celebrate LGBTIQ+ events like Trans Day of Visibility, IDAHOBIT, Wear It Purple Day or Pride?

- Yes No Don't know

4. LGBTIQ+ students are supported to set up a group aimed at providing peer support or challenging homophobia and/or transphobia within the school (for example, a student alliance group).

- Yes No Somewhat

5. Student services in the school visibly show their support for same sex attracted, intersex or gender diverse students.

- Yes No Somewhat

6. Staff and students are encouraged/supported to bring same sex or gender diverse partners to school socials or events.

- Yes No Somewhat

TEACHING PRACTICES AND ATTITUDES



7. I have received professional learning or resources about supporting students who are diverse in their sex, gender or sexuality and/or challenging homophobia and transphobia at this school.

- Yes No Somewhat

8. I have been provided with support or professional learning on how to respond to students' comments and concerns about diversity in sex, gender or sexuality.

- Yes No Somewhat

9. There are identified staff members who same sex attracted, gender diverse or intersex students can talk to about their sexuality or gender identity and/or if they have any concerns about homophobia, interphobia or transphobia.

- Yes No Somewhat

10. My class lessons include positive examples of LGBTIQ+ people and discussions around diversity.

- Yes No Somewhat

11. Lessons on sex, sexuality, relationships or bullying address the needs of same sex attracted, gender diverse and intersex young people.

- Yes No Somewhat

SCHOOL POLICIES



12. There are school policies in place that support the inclusion of same sex attracted, intersex and gender diverse young people.

- Yes No Somewhat

13. The school has specific policies around bullying and discrimination?

- Yes No Don't know

14. Bullying policies and other school policies specifically prohibit forms of discrimination such as homophobia and transphobia?

- Yes No Don't know

15. The school uniform policy is flexible and addresses the needs of gender diverse and transgender students.

- Yes No Somewhat

16. Inclusive policies and guidelines are clearly communicated to the entire school community including staff, parents, students and school council members?

- Yes No Somewhat

BULLYING AND HARASSMENT

17. I have witnessed incidents of verbal or physical homophobic and/or transphobic bullying at this school.



Yes No Somewhat

18. I have witnessed students using homophobic, transphobic or other forms of discrimination, including using terms like 'that's so gay', 'lezzo', 'faggot', 'shim', 'tranny' or 'she male' in the classroom or around the school.

Yes No Somewhat

19. I have witnessed teachers and other staff using homophobic, transphobic or other forms of discrimination, including using terms like 'that's so gay', 'lezzo', 'faggot', 'shim', 'tranny' or 'she male' in the classroom or around the school.

Yes No Somewhat

20. In the past I have used homophobic, transphobic or other forms of discrimination, including using terms like 'that's so gay', 'lezzo', 'faggot', 'shim', 'tranny' or 'she male' in the classroom or around the school.

Yes No Somewhat

21. Students intercede and challenge students and staff when they use homophobic or transphobic language.

Yes No Somewhat

22. Teachers and other staff intercede and challenge students and staff when they use homophobic or transphobic language.

Yes No Somewhat



23. I intercede and challenge students and staff when they use homophobic or transphobic language.

- Yes No Somewhat
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24. I am reluctant to challenge or address same sex student harassment and exclusion because: (Check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Parents may disapprove | <input type="checkbox"/> I don't know what to say |
| <input type="checkbox"/> It is usually done in jest | <input type="checkbox"/> It is against my religion or beliefs |
| <input type="checkbox"/> I don't have time | <input type="checkbox"/> Other staff don't back me up |
| <input type="checkbox"/> This should be addressed by parents | <input type="checkbox"/> It is too widespread |
| <input type="checkbox"/> Other _____ | |

25. I am reluctant to challenge or address gender diverse/trans student harassment and exclusion because: (Check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Parents may disapprove | <input type="checkbox"/> I don't know what to say |
| <input type="checkbox"/> It is usually done in jest | <input type="checkbox"/> It is against my religion or beliefs |
| <input type="checkbox"/> I don't have time | <input type="checkbox"/> Other staff don't back me up |
| <input type="checkbox"/> This should be addressed by parents | <input type="checkbox"/> It is too widespread |
| <input type="checkbox"/> I do challenge these behaviours | <input type="checkbox"/> Other _____ |

RESOURCES AND SUPPORT

26. There are materials (posters, information booklets or flyers) around the school that depict diversity in sex, gender or sexuality in positive ways.

- Yes No Somewhat
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27. These kinds of materials remain in place without being damaged or defaced.

- Yes No Somewhat
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28. Students have access to resources that give information about diversity in gender, sex or sexuality at this school.

- Yes No Somewhat

29. Students can borrow fiction and non-fiction books from the library that include positive LGBTIQ+ characters or that discuss diversity in sex, gender or sexuality in a positive and informative way.

- Yes No Somewhat

30. Students can access information and services that offer support for same sex attracted or gender diverse young people at this school.

- Yes No Somewhat

31. Do you have any other comments that you would like to make about the way that students diverse in their sex, gender or sexuality are supported at your school?

Thank you for taking the time to complete this survey.