



## 2. Towards a trans-positive culture – Bradford College GPF project

### Summary

The project aimed to create a more accessible, welcoming, supportive and inclusive learning environment and experience that better meets the needs of the trans community by:

- increasing understanding of the trans community's perception and experience of FE<sup>definition</sup> and in particular Bradford College
- raising awareness of issues faced by the trans community, particularly in relation to entering or returning to education
- supporting staff to understand their responsibilities and their role in relation to gender identity equality
- improving outcomes for trans students
- enabling trans students to maximise their success through accessing appropriate guidance and support both within college and externally
- enabling staff to effectively and constructively challenge transphobia and other discrimination

### Outcomes

The project has placed support for trans people firmly on the agenda within college. The research paper has given a clear set of recommendations.

Taking forward these recommendations will be debated and driven forward through the equality committee.

The project also produced a guidance document which has been shared with staff and will be sent to all new staff as part of their induction process.

### 3. Inclusion in Action for LGBT students



#### Aim

The aim of the project was for the Mary Ward Centre and Blackfriars Settlement to ensure that practices in providing education to adults with a lesbian, gay, bisexual and trans (LGBT) identity are developed in full consultation with them. The project findings will be implemented as part of our ongoing wider Inclusion in Action project, to ensure that LGBT students are fully represented. The Inclusion in Action project has three objectives: to increase the visibility of equality and diversity, review policies and procedures, and improve practices.



#### Outcomes

It is essential that LGBT students feel safe and confident, and are well supported so that they achieve their learning aims and benefit fully from the additional benefits of adult learning. To achieve these aims, the project recruited a user group of LGBT students using hard copy and digital publicity materials and through awareness events. The user group was facilitated by a staff member with an LGBT identity, with a Camden and Islington LGBT Forum representative as adviser or co-facilitator.

The user group was consulted on their own college experiences, looking at areas where individuals are most/least satisfied with their experience using various methods to collect information, such as meetings and questionnaires. Summaries of

the consultations were agreed with the group, and then published. The college will now implement the best practices identified, and publicise concrete examples across the colleges, as both information and as a celebration of the inclusion of LGBT identity.

Specific training based on the results of the consultation was delivered to tutors and staff at both centres.

## Resources

The following project resources are available for download. Please note the resources are as supplied by the project and may not be fully accessible.

[Web site banner](#)

[Web Page](#)

[We are LGBT Web Page](#)

[We are LGBT poster](#)

[Submission guidelines LGBT](#)

[Submission for Mary Ward Exhibition Work](#)

[Student Charter](#)

[Recruitment Leaflet](#)

[Questionnaire](#)

[Poster 1](#)

[Poster 2](#)

[Newsletter Copy](#)

[Invitation to Wine and Cheese Event](#)

[Ethical Statement](#)