

## Schools For All?



**Bilitis Resource Center conducted a study of the inclusive environment at secondary schools in Sofia for LGBTQ students and teachers. Based on the findings from interviews and best practice research, Bilitis promoted a Declaration for Non-Discrimination of LGBTQ People in the Sphere of Education that sets the key requirements for a gender positive school**

**Target groups:** High school students, teachers and school leadership

**Focus:** Teaching and training practices; Setting key requirements for gender positive schools

**Objectives:**

The qualitative research conducted by Bilitis during the period January-October 2015 aimed to answer the question, 'to what extent are secondary schools in Sofia able to provide an inclusive environment for homosexual, bisexual, transgender and intersex students and teachers?'

**Methodology:**

The study included a review of the internal regulation documents (codes of conduct, etc.) of secondary schools that are publicly accessible through their websites, looking for specific measures for the prevention of discrimination, violence, and bullying, which demonstrate an awareness of the fact that LGBTQ students are among the most vulnerable groups. The next step of the research was conducting structured interviews with twenty students and teachers who self-identified as LGBTQ. The last step in the research was sending out questionnaires to fifty school principals, which inquired about their views regarding measures to support LGBTQ students and teachers at school. Regrettably, only 10% of the principals responded to the inquiry. The current report presents the main conclusions from the research and recommendations for improving school policies in order to make Bulgarian schools more inclusive of LGBTQ people.



**Impact:**

The interviews helped to identify the 'ideal school'. The study identifies the challenges for LGBTQ students and teachers and stresses the need for a comprehensive approach and systematic work to improve the status of LGBTQ students and teachers at school and create an inclusive school environment. Based on the findings from interviews and best practice research, Bilitis promoted a **Declaration for Non-Discrimination of LGBTQ People in the Sphere of Education** that was elaborated and initially disseminated by the Organising Committee of Sofia Pride 2015. The declaration sets the key requirements for a gender positive school.

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[Schools for All report and Declaration in English](#)

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