



Self-assessment Tool

**Annex 3: Self-assessment – Gender
identity and sexual orientation (print)**



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Self-Assessment for Childcare Professionals: Gender identity and sexual orientation

The topics of gender identity and sexual orientation are gaining more attention in educational settings, including childcare. Understanding the concepts themselves, organising inclusive play and addressing conflicts arising from prejudices and stereotypes among children and families are becoming daily tasks for childcare professionals. It is therefore crucial for childcare professionals to reflect on and continuously improve their knowledge and skills to be able to respond to the rapid changes around them.

Below you can find a short self-assessment helping you to identify your strengths or highlight areas needing further improvement to deal with different gender identities, promote inclusive environment and reduce gender-based prejudices and discrimination among children and families.

Instructions

The self-assessment contains **31 statements**. Please read each statement carefully and rate how much you agree with a statement on a scale of 1 to 5 (*1 – strongly disagree; 2 – disagree; 3 – neither agree nor disagree; 4 – agree; 5 – strongly agree*).

For completing the form, you will need approximately **10 – 15 minutes**.

At the end of the form, you will find step-by-step instructions on how to calculate and interpret your results, as well as recommendations for further reading and competence improvement.

NOTE: The self-assessment is completely **anonymous** and the result will be visible only to you and the person(s) you are willing to share it with (e.g. colleague, mentor, educator, etc.). Try to be objective and honest with yourself to get the most reliable results.

Terminology explanation: LGBTIQ+

LGBTIQ+ refers to Lesbian, Gay, Bisexual, Trans, Intersex, Queer and Asexual persons, while “+” stays for many other identities not covered here.

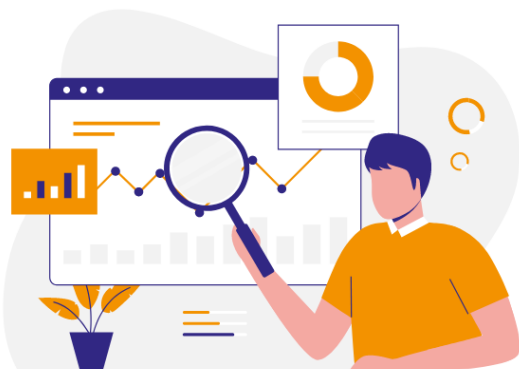
GENDER IDENTITY AND SEXUAL ORIENTATION	1 Strongly disagree	2 Disagree	3 Neither agree nor disagree	4 Agree	5 Strongly agree
♥ I respect each child's autonomy in exploring and expressing their gender identity (e.g. by not limiting their creativity during playtime, allowing them to choose their toys freely).					
🔍 I can explain and differentiate terms such as gender identity, biological sex and sexual orientation.					
🗨️ When encountering intolerant behaviour from family members towards children and families of different gender identities and sexual orientations, I can address the issue directly e.g. by confronting the behaviour or contacting external experts for support.					
🧩 I can use different materials and methods to establish an open and safe space for children to express their identities and to avoid the transmission of gender stereotypes (e.g. provide open ended toys and materials, avoid gender-specific toys, read stories that challenge gender roles)					
♥ I can search for different information on gender identity and sexual orientation, to be able to understand children's behaviour.					
🔍 I can explain the impact of discrimination and prejudices on LGBTIQ+ individuals and their families and their future social and emotional well-being (e.g. emotions, behaviours or everyday function).					
🗨️ I can support parents in affirming their children's gender identity e.g. by offering one-on-one consultations or organising workshops, trainings or guest lectures on the topic.					
🔍 I can identify the most important national and international laws regulating the rights of LGBTIQ+ individuals.					
🧩 I can organize classroom spaces to be shared without gender-based segregation, encouraging cooperative play between boys and girls (e.g. preventing the playground from being dominated by boys playing soccer).					
🗨️ I can reach out to colleagues or professional organisations for support when addressing complex issues e.g. by consulting experts in working with LGBTIQ+ individuals or attending relevant training sessions.					

<p>🔍 I can use teachable moments to address gender-based discrimination, for instance, when a child witnesses a peer being teased for its interests, I try to explain why such behaviour is wrong and how we should treat each other.</p>					
<p>🗣️ I can use different techniques to help families work through disagreements or conflicts during the interactions around the topics of gender and sexual orientation, e.g., encouraging active listening, finding common ground, facilitating open conversation.</p>					
<p>🔍 I can explain different ways of how children may explore and express their gender identity.</p>					
<p>❤️ I can remain open to future changes in gender identity or sexual orientation, e.g. by adapting my methods with children or doing additional research on the topics.</p>					
<p>🗣️ I can offer family members a space for confidential discussion, e.g. where they can openly express concerns, to encourage a trusting relationship between myself and the family.</p>					
<p>🔍 I can list diverse gender identities beyond male and female, and different sexual orientations.</p>					
<p>❤️ I can stay up-to-date with new information in the field of gender identity and sexual orientation, e.g. new scientific research, new teaching methods, vocabulary and pronouns.</p>					
<p>🧩 I can organise different activities on gender diversity (e.g. projects, games, drawing) to facilitate discussion or raise awareness among the children.</p>					
<p>🗣️ I can be patient with families that might be struggling with the acceptance of different gender identities and sexual orientations.</p>					
<p>🧩 I can use real-life examples of individuals with different gender identities and sexual orientations that are opposite to stereotypes e.g., female engineers, male nurses, or non-binary artists.</p>					
<p>❤️ I can recognise when my knowledge or skills need further improvement to meet the needs linked to gender identity and sexual orientation in the workplace.</p>					
<p>🗣️ I can show empathy to family members who may be struggling to accept or understand different</p>					

gender identities or sexual orientations e.g. by actively listening to their concerns.					
♥ I can take each child's background (e.g. religion, culture, family structure) into account when talking about gender identity and sexual orientation.					
🗣️ I can help children express and manage emotions around the topics of gender identity and sexual orientation and educate them to respect each other as equals to prevent discriminatory behaviour.					
🗣️ I can support initiatives that promote the acceptance of various gender identities and sexual orientations, e.g. by participating in local awareness campaigns, collaborating with LGBTIQ+ support groups and/or connecting them with families and children in my care.					
♥ I can reflect on my stereotypes and prejudices regarding different gender identities and sexual orientations and pay attention to the language and words I use in interactions with children.					
🔍 I can explain the role of childcare professionals in establishing an environment that values gender diversity.					
🗣️ I can encourage children to embrace the diversity of gender identities and sexual orientations, e.g. by using books that show various family forms, such as those with same-sex couples.					
🗣️ I can apply active listening techniques while talking to children about their thoughts or concerns related to the gender identity and sexual orientation.					
♥ I actively raise awareness of the harmful effects of prejudices and discrimination concerning gender and sexual orientation in different contexts, e.g. in meetings with parents or at team meetings.					
🗣️ On my own initiative, I can organise activities (e.g. workshops, presentations, meetings) for family members to explain and discuss the topic of gender identity and sexual orientation.					

Well done! You have reached the end of the questionnaire and can now move on to the next step - calculating and interpreting the results!

Interpretation of the results



Follow the steps below to get your results!

STEP 1: Calculating the points

First, count the total number of points as follows:

- Strongly disagree = 1 point
- Disagree = 2 points
- Neither agree nor disagree = 3 points
- Agree = 4 points
- Strongly agree = 5 points

TOTAL NUMBER OF
POINTS

The maximum number of points is 155.

STEP 2: Competence level in the topic of Gender identity and sexual orientation

Now it is time to check your competence level in the topic of Gender Identity and Sexual Orientation. Based on your score, the table below will tell you whether you are Beginner, Competent or even Expert.

Competence Level	Points
Novice	31 – 44
Beginner	45 – 75
Competent	76 – 106
Proficient	107 – 137
Expert	138 – 155

COMPETENCE LEVEL

STEP 3: Explanation of the competence level

What does it mean for a childcare professional to be *Novice* or *Expert* in the topic of Gender Identity and Sexual Orientation? Find your answer in the following table.

Competence level	Explanation
Novice	<p>You have limited understanding of the concepts of gender identity and sexual orientation, but struggle to differentiate between them or understand their developmental aspects in children. While you strive to create a supportive environment, you lack specific strategies to foster inclusive play and develop an inclusive curriculum. You may unintentionally show stereotypical behaviour through gender-based language or using gender-specific toys. Addressing conflicts arising from prejudices or discrimination among children or family members is challenging for you, and you often require guidance to handle such situations.</p>
Beginner	<p>You have a basic understanding of gender identity and sexual orientation, recognising their importance in children’s development. You attempt to create an emotionally supportive environment and occasionally introduce some inclusive materials or activities, though your approach might be inconsistent or hesitant. You try to address conflicts related to prejudices and discrimination, but sometimes require further support from more experienced colleagues. When discussing gender identity and sexual orientation with families, you might lack confidence and guide them towards professionals that are more knowledgeable.</p>
Competent	<p>You understand and differentiate the concepts of gender identity and sexual orientation, understanding their developmental in children. You consistently maintain an emotionally supportive environment that encourages exploration of different gender identities without fear of judgment. You implement anti-bias education through inclusive play, language, and materials. You can address and resolve most conflicts related to prejudices and stereotypes. You communicate effectively with families on these topics, though you might still face challenges with particularly resistant family members.</p>
Proficient	<p>You demonstrate a deep understanding of gender identity and sexual orientation, taking into account differences between them and their development among children. You create an environment supporting children to explore and express their identities, and celebrating the diversity. Your anti-bias education is well-integrated into daily activities, with a wide range of inclusive materials and practices. You promote inclusion, prevent discrimination, and handle conflicts arising from prejudices. Your communication with families on these topics is nuanced and effective, able to navigate most instances of resistance with tact and expertise. You regularly organise activities for families to discuss and</p>

	emphasize the importance of these topics and to prevent any discrimination and prejudices.
Expert	You possess a comprehensive understanding of gender identity and sexual orientation, including the latest research and best practices in supporting children's development in these areas. You create an exemplary educational environment that serves as a model for other professionals in promoting exploration and expression of gender identity. You promote anti-bias education and manage to integrate it into all aspects of the childcare setting. Your communication with families is effective, able to address even the most challenging situations with sensitivity, respect, and expertise, often changing perspectives and fostering greater understanding among resistant family members. You actively promote an inclusive education accepting various gender identities and sexual orientations by organising or participating in different activities on the topics. You excel at preventing discrimination, and resolving conflicts, often being called upon to train others in these skills.

STEP 4: Competence level in four areas

Go back to the statements and look for the symbols next to them (🔍 🎲 🗨️ ❤️). Now count the points for the statements with the same symbol to check your competence level in different areas: personal (❤️), methodological and professional (🔍), activity and decision-making (🎲) and social-communicative (🗨️) competences.




Competence Level	❤️	🔍	🎲	🗨️
Novice	8 – 11	7 – 10	8 – 11	8 – 11
Beginner	12 – 19	11 – 17	12 – 19	12 – 19
Competent	20 – 27	18 – 24	20 – 27	20 – 27
Proficient	28 – 35	25 – 31	28 – 35	28 – 35
Expert	36 – 40	32 – 35	36 – 40	36 – 40

YOUR SCORE

❤️ = _____
 🔍 = _____
 🗨️ = _____
 🎲 = _____

The table below explains the meaning of each of these areas as related to childcare education and the topics gender identity and sexual orientation.

Competence Area	Explanation
❤️	Personal competence refers to the ability to be self-reflective, critical, and to act based on one's values, attitudes, and ideals. It involves self-awareness, ethical considerations, and the capacity for personal growth. For childcare professionals, it refers to respecting child's autonomy in exploring and expressing its gender identity, reflecting on own prejudices and

	<p>stereotypes, being open towards future changes by expanding own knowledge and improving skills needed to address them, etc.</p>
	<p>Social-communicative competence encompasses the ability to interact effectively with others, communicate clearly, and cooperate creatively. It includes skills like teamwork, empathy, and conflict resolution. In the context of childcare, it means being able to effectively communicate with family members around the topics of gender identity and sexual orientation, while showing empathy and patience, and effectively resolve conflicts related to prejudices and discrimination, among children or family members.</p>
	<p>Methodological and Professional competence involves the ability to apply methodological and technical knowledge to solve complex problems. It includes analytical thinking, organisational skills, or ability to share knowledge and skills with others. For example, it refers to understanding the concepts of gender identity and sexual orientation, explaining the impact of discrimination and prejudices on LGBTIQ+ individuals, understanding own role in fostering acceptance of gender diversity, etc.</p>
	<p>Activity and Decision-making competence is the ability to perform job-specific tasks effectively using specialised knowledge and skills. It includes expertise in a particular field and the ability to apply theoretical knowledge practically. For childcare professionals, it means to organise an emotionally supportive environment offering inclusive materials allowing children to freely express and explore their gender identities. It refers to introducing different activities and methods to promote understanding among family members and children such as organising workshops, meetings, or introducing real-life examples, opposite to gender stereotypes.</p>

STEP 5: Diagram creation

Follow the steps below to create your own diagram illustrating your competence profile in the topic of gender identity and sexual orientation.

1. Select one of four areas.
2. Go back to Step 4 and check your competence level in the chosen area (Novice – Expert)
3. Find the number on the diagram that corresponds to your competence level as follows: Novice = 1; Beginner = 2; Competent = 3; Proficient = 4; Expert = 5
4. On the chart, mark your competence level (see example on the left).
5. Repeat the steps for each area.
6. Connect the dots.

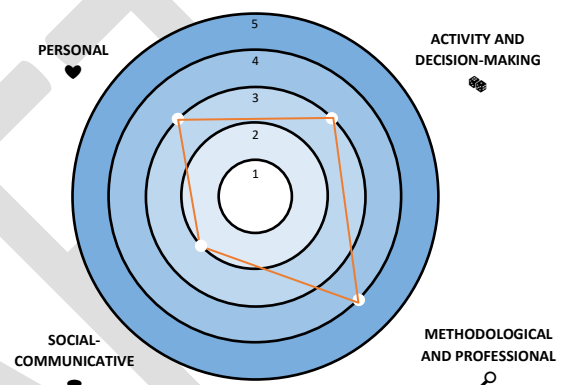
EXAMPLE

♥ = Competent (3)

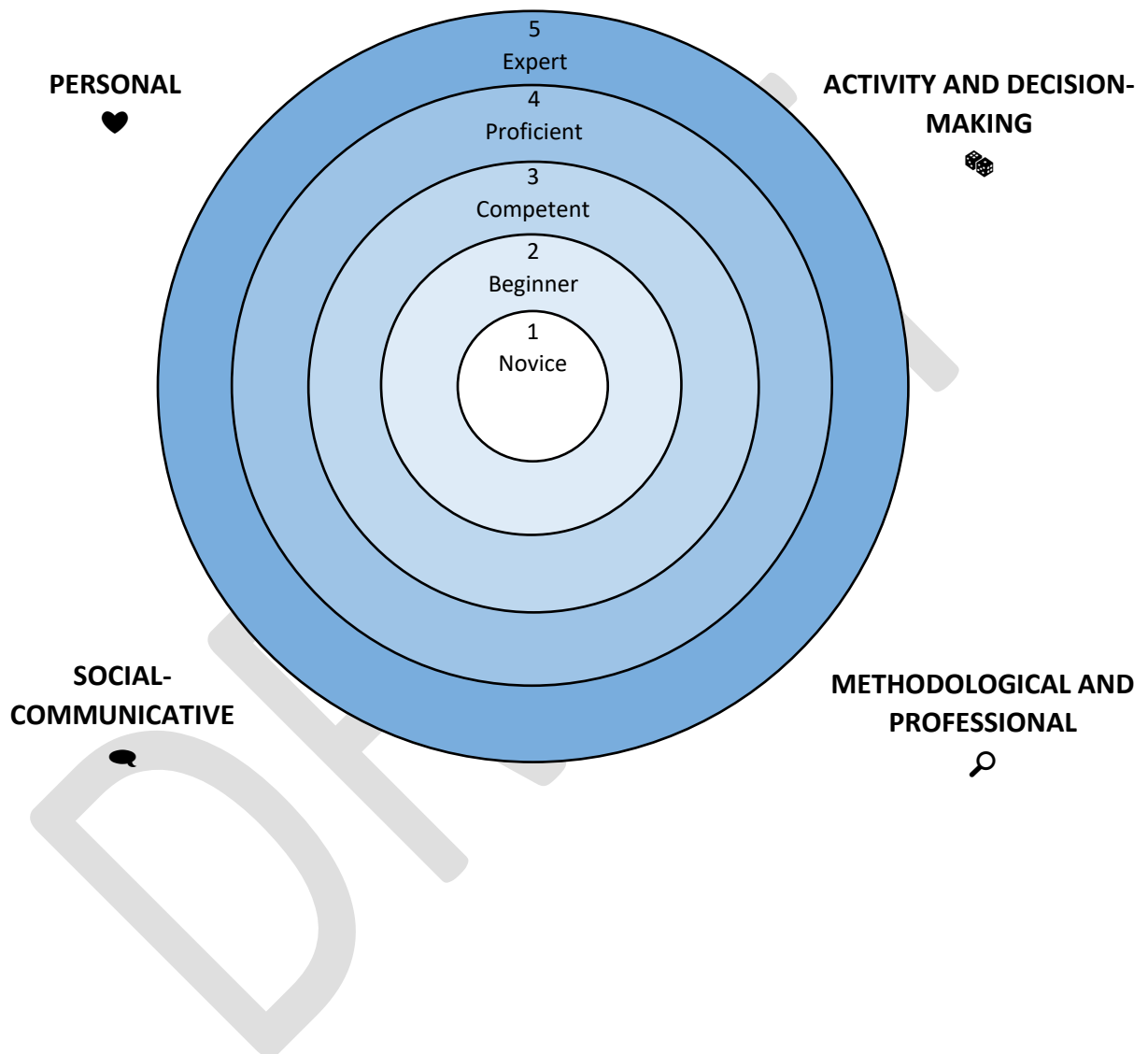
♫ = Proficient (4)

● = Beginner (2)

⊗ = Competent (3)



Create your diagram!



STEP 6: Further recommendation for competence improvement

As you have now created your diagram showing your competence profile in the topic of Gender Identity and Sexual Orientation you might be interested in improving certain competence areas. In the following, you can find further recommendations:

NOTE: Below is provided an example of recommendations the users will receive. This part will be updated once we analyse collected resources for the upskilling course and self-assessment tool. For each competence level, different recommendations will be given.

Book/Handbook/Article

📖 Jasmin Roy Sophie Desmarais Foundation (n.d.) *Social and emotional learning to help children with the process of identity affirmation*. Available at: <https://fondationjasminroy.com/wp-content/uploads/2019/02/FJRSD-Trans-Fascicule-1-En-2.pdf> (Accessed: 16 December 2024)

Ready-to-use material

📄 Forum for African Women Educationalists (FAWE) & VVOB (2019) *Gender-responsive pedagogy in early childhood education: a toolkit for teachers and school leaders*. Brussels: VVOB. Nairobi: FAWE. Available at: https://www.vvob.org/sites/belgium/files/grp4ece-toolkit-72dpi_0.pdf (Accessed: 16 December 2024)

Tips and Tricks

💡 You don't have to deal with all the issues alone. Consider collaborating with other colleagues or external experts with more experience in these areas. They can help you resolve conflicts related to prejudice or co-organise activities for families to open a discussion around the topics.



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