

Introduction

We are delighted to have been celebrating another year of LGBT+ History Month at Highlands School. Highlands School proudly supports LGBT+ History Month and stands against forms of discrimination. Our DARE values celebrate the rights of all our community to live with freedom and respect. LGBT+ History Month focuses on celebrating and recognising LGBT+ people and culture; past and present. The month also aims to educate students about issues members of the LGBT+ community face, in order to tackle discrimination and make schools feel more inclusive for everyone.

The history LGBT+ History Month

LGBT+ History Month started in 1994 in the USA and was then adopted by the UK in 2004. Both the founders of the USA and UK LGBT+ month were school teachers who were concerned about homophobic bullying in schools.

Aims of LGBT+ History Month

- Increasing the visibility of LGBT+ people, their history, lives and their experiences.
- Raising awareness and advancing education on matters affecting the LGBT+ community.
- Working to make educational and other institutions safe spaces for all LGBT+ communities.
- Promoting the welfare of LGBT+ people.
- Challenge misconceptions and stereotypes about LGBT+ people.



**Sue Sanders and Paul
founders of UK's LGBT+
History Month**











LGBT+ definitions

Definitions of terms are constantly evolving and identity labels mean different things to different people. In the UK, people are free to define themselves however they feel most comfortable. Below are some LGBT+ identities and the most used definitions.



Highlands School proudly supports **LGBT+ History Month**



	L Lesbian (women who are attracted to women). Some non-binary people may identify with this term	
	G Gay (people who are attracted to the same gender)	
	B Bisexual (people who are attracted to more than one gender)	
	T Transgender (people whose gender identity is not the same as the sex they were assigned at birth)	

This year's LGBT+ History Month theme - Politics in Art

This year's LGBT+ History Month also celebrates 50th anniversary since the very first Pride March in the UK in 1972. Each year the UK's LGBT+ History Month team agree a theme, which has links with the national curriculum. This year the theme is art and politics. Art is often used to promote diversity and inclusion and is also used as an expression of people's thoughts and emotions.

The phrase 'the arc is long', from Dr Martin Luther King junior's quote "The arc of the moral universe is long but it bends towards justice", has been used as the tagline for LGBT+ History Month 2022, as this reminds us that we are on a continuing journey towards full equality.

The impact of homophobia, biphobia and transphobia on LGBT+ young people

In 2017, Stonewall, the UK's leading charity and pressure group for LGBT+ rights, produced the 'Education Report'. This report was the result of extensive research on the impact of homophobic, biphobic and transphobic bullying on LGBT+ young people across the UK. Parents/carers and students can read the report [here](#). The report highlighted the following statistics. This was shared with students in our LGBT+ History Month assembly to help them understand the serious impact that negative language and discrimination can have on the lives of others.

- 45% of LGBT+ students are bullied in UK schools.
- 50% of bullied LGBT+ students say this bullying negatively impacts on their future educational plans.
- 61% of LGBT+ students say that this bullying has a serious impact on their mental health. This rises to 84% for bullied transgender students.
- 40% of bullied LGBT+ students regularly miss school.

What are Highlands School doing to support LGBT+ equality?

At Highlands School we take a zero tolerance approach to any form of discriminatory bullying. We are pro-active in educating all students about respect, equality and inclusion and we respond swiftly to any reports of bullying/discrimination. We support and advocate for LGBT+ inclusion in the following ways.

- LGBT+ History Month assembly.
- LGBT+ History Month tutor time activities.
- Staff wearing rainbow lanyards.
- Staff and students wearing LGBT+ badges.
- Year 8 workshop with the charity Diversity Role Models.
- Rainbow cake baking.
- Encouragement for all members of our school community to be LGBT+ allies.
- LGBT+ inclusion training for staff.
- LGBT+ inclusive PSHE and relationships and sex education.

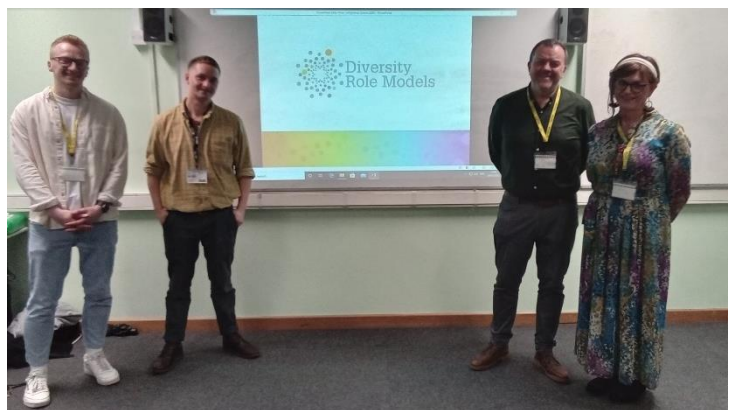
Year 8 workshop with Diversity Role Models



On Thursday and Friday of this week we welcomed the charity Diversity Role Models to Highlands School, to lead diversity and inclusion workshops for all year 8 students. Students participated in these workshops with interest, respect, engagement, empathy and excellent behaviour. Well done Year 8, we are very proud of you.

Who are Diversity Role Models?

Diversity Role Models actively seeks to embed inclusion and empathy in the next generation. Their vision is a world where everyone embraces diversity and can thrive. This will help create a world where future generations embrace, accept and support difference. Their mission is to create an education system in which every young person will know they are valued and supported, whoever they are.



Workshop facilitator and role model volunteers from Diversity Role Models

What do Diversity Role Models do?

They create safe spaces where young people can explore difference and consider their role in creating a world where we all feel accepted. The student workshops feature LGBT+ or ally role models who speak openly about their lived experiences, building young people's empathy so they can understand the (often unintended) impact of their language and actions. In order to ensure sustained change they supplement this by training school governors, staff, and parents/carers.

To find out more about Diversity Role Models, click [here](#).

Support and helpful contacts

Support is available for all students through their form tutor and the school's wider pastoral team (eg: heads of year, behaviour mentors, welfare officer, family liaison officer, well-being coordinator and the school counsellor. Students can also email staysafe@highlearn.uk to request support.

Switchboard LGBT+ helpline provides information, support for LGBT+ people and anyone considering issues around their sexuality and/or gender identity.

Stonewall have information, resources and campaigns for the LGBT+ community and their allies.

Mind Out is run by the mental health charity Mind. It offers online support for LGBT+ people who are experiencing mental health difficulties.

The Proud Trust website has extensive information 14-25 year olds who are LGBT+ and those thinking about their gender and/or sexual orientation.

The Mix is the UK's leading support service for young people on a range of issues. They have a dedicated section on LGBT+ support.

