



# LGBT+ History Month at Highlands School

## LGBT+ terms and definitions

What does LGBT+ mean?



### LESBIAN (L)

Women who are attracted to women.  
Some non-binary people may identify with this term.



### HETEROSEXUAL

Men who are attracted to women, and women who are attracted to men.



### GAY (G)

People who are attracted to the same gender.



### NON-BINARY

People whose gender identity isn't either male or female.



### Bisexual (B)

People who are attracted to more than one gender.



### GENDER FLUID

People whose gender identity is not fixed but changes depending on the context and how they are feeling.



### Transgender (T)

People whose gender identity is not the same as the sex they were assigned at birth.

What do we hope to achieve this month?

- To show support for LGBT+ community by celebrating LGBT+ History Month.
- To learn about the positive contributions that LGBT+ people make to our society.
- To learn about the importance of LGBT+ History Month.
- To educate ourselves on LGBT+ issues so we can show respect and understanding, creating a welcoming and safe community for LGBT+ people.





# What is LGBT+ History Month?

- LGBT+ History Month started in 1994 in the USA and was then adopted by the UK in 2004.
- Sue Sanders and Paul Patrick (pictured on the right) are the founders of UK's LGBT+ History Month.
- Both the founders of the USA and UK LGBT+ month were school teachers who were concerned about homophobic bullying in schools.



# What are the 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.





# LGBT+ rights in the UK

- The 2010 UK Equality Act protects the rights of LGBT+ people at work, in school and in places such as hotels and in public spaces.
- British Values: one of which is mutual respect.
- LGBT+ couples can adopt and foster children.
- LGBT+ people have the same rights as heterosexual people to medical support to have children, eg: IVF and sperm donation.
- There has been a 40% increase in the number of LGBT families since 2015.
- Ofsted requires that all schools take actions to eradicate homophobic and transphobic bullying and promote equality.



## Same sex marriage is now legal in 36 countries

2001	Netherlands (Holland)	2015	USA, Luxembourg, Republic of Ireland
2003	Belgium	2016	Greenland and Columbia
2005	Canada and Spain	2017	Finland, Germany, Faroe Islands, Malta, Australia
2006	South Africa	2019	Austria, Ecuador, Taiwan
2009	Norway and Sweden	2020	Northern Ireland, Switzerland, and Costa Rica
2010	Portugal, Iceland and Argentina	2021	Chile
2012	Denmark	2022	Slovenia
2013	Brazil, France, Uruguay and New Zealand		
2014	England, Wales and Scotland		





# Celebrating the lives of LGBT people and their contributions

## Dame Kelly Holmes

- Dame Kelly Holmes is a retired, British Olympic athlete medalist and ex-soldier.
- She specialised in the 800m and 1,500m races and won gold medals in the 2004 Olympics. She was given the special title of 'Dame' in recognition of her services to her country.
- She served as a soldier in the British Army until she was 27 years old, when it was illegal to be gay and be a soldier.
- This caused fear and trauma for her and meant that she hid her sexuality for most of her life and only came out as a lesbian last year, and since then she has been touring the world as a motivational speaker.



## Tom Daley

British Olympic diver, Tom Daley and his husband showing a photo of the baby they had five years ago via a surrogate.





# Celebrating the lives of LGBT people and their contributions

## Sir Ian McKellen

- Sir Ian McKellen is a well known British actor, most famous for his role as the wizard Gandalf in Lord of the Rings.
- He co-founded the world's best known and most active LGBT charity and pressure group, Stonewall.
- Ian has recently set up an organisation called 'Pride 'n' Aging' to support people over 50 in coming out later in life.



## Tessa Thompson

Tessa Thompson is an openly bisexual American actor.

She has been in a number of films including: Thor Ragnarok (Marvel), Thor Love and Thunder, Men in Black International, Avengers Endgame.



## Megan Rapinoe and Sue Bird

Megan Rapinoe is an Olympic gold medalist and has won world cups for the USA national team.

Sue Bird is one of the greatest basketball players of all time. She has four Olympic gold medals for the USA.





# LGBT+ Statistics

- Even though there are so many positive stories to tell about LGBT+ inclusion, there is still a lot of homophobia, transphobia and biphobia around the world.
- In a survey by the LGBT+ charity Stonewall, they found that too many young LGBT+ people were having a very negative experience at school by being bullied.
- Here are some important statistics from their research. These statistics are very sad and it is important that these things do not happen at Highlands School.
- We do not want any of our students to hear or be on the receiving end of homophobic language or bullying.

**45% of LGBT+ students are bullied at school.**

**50% of bullied LGBT+ students say this negatively impacts on their future educational plans.**

**61% of LGBT+ students have self harmed because of bullying and this rises to 84% for bullied transgender students.**

**40% of bullied LGBT+ students regularly miss school.**



# Challenging misconceptions about LGBT+ people

- A misconception is something that is incorrectly believed to be true based on misunderstanding and or lack of education.
- Misconceptions about LGBT+ people lead to discrimination.
- Each of the following statements are misconceptions.

**Sexual orientation** and gender identity are the same thing.



**Sexual orientation** refers to who we are romantically attracted to.

Gender identity is a way to describe how someone feels about their gender.

For example, some people may identify as a boy or a girl, while others may find neither of these terms feel right for them, and identify as neither or somewhere in the middle.



Being LGBT is a choice.



In the same way that heterosexual people would not say that their sexual orientation is natural and part of who they are, the same applies for lesbian, gay and bisexual people.



A boy who appears feminine or a girl who appears masculine must be gay.



You cannot assume anyone's sexual orientation by the way they look. Just because someone does not conform to gender stereotypes, does not mean they are gay or lesbian.

Gay and bisexual people, like heterosexual people, do not have a specific look.





# What are we doing at Highlands to support LGBT+ equality?

- Encouraging all students to be an ally.
- Making sure our school is a safe space.
- Implementing our school ethos: DARE values.
- Following our Behaviour policy and expectations: there is zero tolerance to any forms of discrimination.
- Marking LGBT+ month with LGBT+ assemblies for all year groups.
- Staff wearing rainbow lanyards.
- Staff and students wearing LGBT+ badges.
- Holding diversity role models workshop for all year 8 students.
- Teaching a PSHE and RSE curriculum that is fully LGBT inclusive.

## What do we need all students to do?

- Be kind, offer support and show empathy.
- Never use any form of discriminatory language (“I didn’t know, will not be accepted as an excuse”).
- Understand that discrimination is not only illegal but against our school policy.
- Be an ally. You don’t have to be LGBT+ to support those who are.
- Challenge misconceptions and discrimination.
- Never out someone.
- Just because you think someone is LGBT+ you do not have the right to ask personal questions.
- Respect people’s chosen name and pronoun.
- Wear an LGBT+ badge in support (if you want to).