

February is LGBT History Month – Ideas for Primary Schools

February 2014 will be the **tenth** Lesbian, Gay, Bisexual and Transgender History (LGBT) month. This is an opportunity for schools to recognise the massive contribution that LGBT people have made in our society, usually whilst having to spend their life denying their true identity. It is also an opportunity to explore issues around homophobia and homophobic bullying. **This year's theme is Music.** There are lots of opportunities to celebrate key figures in music such as Benjamin Britten, Ethel Smyth, Bessie Smith, Cole Porter and Marlene Dietrich to name but a few. Young people may also want to include musicians and singers who are still alive such as :George Michael, Elton John, Angela Morley, Boy George, Holly Johnson, John Barrowman, Will Young, Jesse J, Neil Tennant from the Pet Shop Boys, Lady Gaga and Dusty Springfield,

Schools Out! Initiated the LGBT History Month and is the national organization working to ensure equality in education for LGBT people. They have produced a range of lessons for primary schools to use during the month and these are available in the Classroom section within the **Educate and Celebrate** website <http://www.ellybarnes.com/> and also on the **TES website: Schools Out! website via TES** . Lessons are designed for each Key stage including Early Years Foundation stage. **Stonewall** have produced a list of activities that schools can do during LGBT History Month. Click on www.stonewall.org.uk/LGBT2014 for details.

This Norfolk pack for LGBT History Month contains information on resources that schools will find useful to use during LGBT History Month. This includes relevant policy documents, training resources and materials to be used in the classroom. This is by no means an exhaustive list and has been collated from various sources. Please note that the author has tried to check all resources for suitability but this has not always been possible and some have come with recommendations, therefore, **please can teachers always check resources first before using and consider appropriateness for the age range of their children.**

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What's happening in Norfolk during LGBT History Month?

Mind your Language – challenging homophobic language

This year we want all schools in Norfolk to get behind a '**Mind your Language**' campaign and challenge homophobic language such as 'That's so gay!' and other derogatory or discriminatory language. We want schools to encourage bystanders to challenge others using scripts such as 'In this school we don't use language like that' or 'I find that offensive'. In schools in Norfolk such as Hemblington Primary, Horning Primary, Fairstead Primary, Avenues Junior and Mile Cross Primary, where staff and pupils have directly challenged such language, they have noticed an increase in reporting and, over time, a significant reduction in homophobic comments heard around the school. Ideas of how your school can challenge such language will be available from 2nd February 2014 in eCourier or can be obtained directly from Rita Adair – rita.adair@norfolk.gov.uk .

Norfolk survey on homophobic language in schools

We will be running a **survey during February LGBT History Month for young people to complete on the extent of homophobic language in their school**. This will be useful baseline information for schools to use in showing Ofsted how you are tackling homophobic language. Full details on how your school can take part will be in eCourier from 2nd February 2014 or contact Rita Adair – rita.adair@norfolk.gov.uk

Become a Hate Free Norfolk School

We would also like all schools to sign up to the Norfolk Hate Free Pledge and become a Norfolk Hate Free School. To sign up go to www.hatefreenorfolk.com/hate-free-norfolk-pledge There is a resource page for schools which provides a list of resources and support materials to increase children's understanding of what constitutes a hate crime and raise their awareness of equality issues..

Norfolk is proud to be part of **Stonewall's Education Champions Programme** which guides and supports local authorities in taking active steps in tackling homophobic bullying in schools. Rita Adair, Senior Lead Educational Psychologist is leading this programme. Last year we entered Stonewall's national Equality Index 2013 and came 14th out of 42 Local Authorities in England! Since starting the role in November 2012, 68 primary, 13 secondary, 4 special schools, 1 PRU and 43 organisations have been trained in challenging homophobia with 611 staff trained altogether (of these 24 were known to be Heads). **Please see details of the training offered on page 16**. In addition hundreds of children have been taught how to respond to offensive name calling such as 'You're so gay!'

If you need further advice on challenging homophobia and homophobic bullying generally please contact Rita Adair – 01603 307567 or rita.adair@norfolk.gov.uk It would be good to hear from schools that are keen to be involved in joining the Challenging Homophobia Partnership Group which meets twice termly. **Let me know what activities your school does this month.**

Events in Norfolk during LGBT History Month

1. Celebrating difference; challenging homophobia in primary schools.

This course is about celebrating difference; enabling pupils to be themselves and promoting a positive environment. It will give clear practical strategies and tools for teaching children about different families - including those with two mums or two dads - responding to homophobic language, tackling homophobic bullying and making sure that all young people can grow up feeling safe and positive about themselves. Ofsted Inspectors are keen to see how schools are tackling these important issues and will want to know how your school challenges discriminatory and derogatory language – this includes homophobic language. This course will give you practical strategies for addressing this.

It takes place on **Friday 14th February 2014 at Norwich Professional Development Centre, Woodside Road, Norwich, Norfolk. Details of this training and how to book are on page 16 of this document.** NB **Deadline for booking is Monday 10th February 2014.** Contact Rita Adair – rita.adair@norfolk.gov.uk for information and book through Carol Burgess – carol.burgess@norfolk.gov.uk

Proud Canaries is the new NCFC LGBT fans and friends group. The football club have been very supportive to LGB issues and the Proud Canaries met with David McNally before Christmas. Stephen Fry has just agreed to be honorary president and announced it on Twitter recently saying he was doubly proud to be a Proud Canary! **19th February is the 5th Football v Homophobia - an international day to end homophobia and transphobia in football.** We've celebrated it each year in Norwich with a five-a-side football tournament - one year teachers from Dereham-Neatherd High School won. **This year Norwich City Football Club are going to join us in celebrating it with some special things happening at the Norwich City v Spurs match on Sunday 23rd February at 4pm.** Would be good for schools to consider how they could celebrate the 19th February date through football and awareness raising activities with children. If you want to find out more about Proud Canaries they can email info@proudcanaries.co.uk or follow them on twitter at @proudcanaries

For other local events in Norfolk organised by the Norfolk LGBT History Society go to www.lgbthm.org.uk/events or via social media.

Ideas for Primary Schools to do during LGBT History Month

With children:

Use the ideas from the websites above on page 1 (i.e. Stonewall, Educate to Celebrate, TES). See Stonewall website ideas for primary schools:
http://www.stonewall.org.uk/at_school/education_for_all/primary_schools/default.asp

Stonewall has developed fantastic resources to help primary schools celebrate different families and tackle homophobic bullying. Packs are free but donations welcomed. Packs contain posters on different families which are excellent ways of stimulating discussion on the different families we belong to.
http://www.stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/primary_school_resources/7146.asp

Discuss the variety of family structures looking at opportunities for the many similarities between families (DL13 Promoting positive messages about different families p.98 in Homophobic bullying guidance*
<http://www.schools.norfolk.gov.uk/Behaviour-and-safety/Bullying/Developing-an-anti-bullying-policy/index.htm> and look under the Homophobic bullying guidance. This idea is divided into age groups 4 – 7 years, 8 – 11 years)
**Although this guidance was produced by previous government, there are still excellent and relevant ideas.*

Encourage children to talk about their feelings about who they care for and why they like them.

Devote carpet time to reading stories about characters who feel 'different' and 'less accepted' e.g. Elmer the elephant, Sissy Duckling and discuss the positive aspects of being the same and different. See some of the recommended books for primary school children below.

See ideas in '**Undoing Homophobia in Primary schools**' book by No Outsiders project ISBN 978 1 85856 440 1 .

Educate and Celebrate - have put together four faces from the field of music – lesbian composer and suffragette Dame Ethel Smyth, gay classical composer, Lord Benjamin Britten (whose centenary was marked in 2013), bisexual blues singer Bessie Smith (whose centenary is being marked in 2013), bisexual blues singer Bessie Smith, and trans TV and film music composer Angela Morley.
[Educate and Celebrate Music ideas for LGBT History Month](#)

Get involved in the **Mind your Language campaign** in Norfolk. You might want to spend some time focusing on the word 'gay' and why it can be insulting to people. Equate it with racist insults which children are likely to understand are inappropriate.

You may want to decide, as a school, that you are not going to use the word “gay” in a derogatory fashion and discuss why (see DL12: p.96 in Homophobic bullying guidance (<http://www.schools.norfolk.gov.uk/Behaviour-and-safety/Bullying/Developing-an-anti-bullying-policy/index.htm> which explores how schools can address the derogatory use of the word ‘gay’) Brighton and Hove have developed guidance for schools on using different scripts to respond to homophobic comments. Please contact Rita Adair- rita.adair@norfolk.gov.uk for a copy. The scenarios could form a lesson with children thinking up responses.

Do an Assembly on LGBT month on a historical LGB figure and the impact they have made on our world e.g. Benjamin Britten or Alan Turing. Invite parents to attend.

With staff:

Curriculum audit to see whether LGBT features both in the formal and hidden curriculum

Spend a staff meeting (or part of one) thinking about the language used and assumptions made in and around school – is the general assumption that everyone is heterosexual in lessons, the staff room, at parents’ evenings, at Governors meetings, at the Summer Fair etc.

Develop scripts for responding to homophobic language and consider teaching the children to use similar scripts i.e. **Organisational response** (*In this school we don't use that word negatively, we try to be kind to everyone*), **Questioning response** (*What do you mean by ‘That’s so gay!’?*), **Challenging response** (*Gay is a word we use to describe people who love people of the same sex, not a nasty word to use against people*) or **Personal response** (*I’m really sad to hear you talk like that. I hoped you knew it was important to be kind to everyone.*)

Undertake some staff training with a view to becoming better equipped to manage homophobia and promote the LGBT experience in school in the future and then commit to doing something. Remember to invite Governors.

Mention LGBT month in your Newsletter and what your school is going to do.

Put up information in staff rooms and pupil/parent information areas with details of information/websites including details of the local Norfolk LGBT group – BLAHT For posters and leaflets go to <http://www.blahyouth.co.uk/about/> or [contact us](#) for any questions that you may have.

With governors:

Use DL3: ‘School evaluation form for governors preventing and responding to homophobic bullying’ p. 82 from ‘Homophobic bullying’ guidance (<http://www.schools.norfolk.gov.uk/Behaviour-and-safety/Bullying/Developing-an-anti-bullying-policy/index.htm>)

Books to read to children (see full list on page 9)

Mark Jennett who wrote the booklet 'Stand up for Us: Challenging Homophobia' advises that if you are only able to choose 1 or 2 books to read to a class or group then he recommends the following:

KS1

The sissy duckling Harvey Fierstein, Simon & Schuster Elmer is not like other boy ducklings. While they build forts he bakes cakes. He's hopeless at basketball and ever worse, he doesn't care. His father isn't impressed but his mother knows he is special and is sure that one day everyone else will too

The strongest girl in the world Jenny Nimmo, Egmont Books Esmeralda is very strong – and the star of a circus act in which she carries both her proud parents on her shoulders. Inside she is quiet and gentle who wants to play with the children next door but they are afraid of her. One day something happens which helps Esmeralda see the value of her special talent and makes the children next door see her in a different light*

KS1/2 And Tango Makes Three Justin Richardson, Peter Parneel and Henry Cole (Illustrator) Preschool-Grade 3-This tale based on a true story about a charming penguin family living in New York City's Central Park Zoo will capture the hearts of penguin lovers everywhere. Roy and Silo, two male penguins, are "a little bit different." They cuddle and share a nest like the other penguin couples, and when all the others start hatching eggs, they want to be parents, too. Determined and hopeful, they bring an egg-shaped rock back to their nest and proceed to start caring for it. They have little luck, until a watchful zookeeper decides they deserve a chance at having their own family and gives them an egg in need of nurturing. The dedicated and enthusiastic fathers do a great job of hatching their funny and adorable daughter, and the three can still be seen at the zoo today. **Please note this book is not in print but can be borrowed from the School Library Service.**

Space girl Pukes Katy Watson, Vanda Carter (Illustrator) When nausea grips intrepid Space girl on the day of a mission to the stars she is lucky to have two mummies to help her out, but soon – yes – everyone is going "Bleurgh!" Will there be enough buckets? Will her mission be cancelled? Will she ever reach the stars? **This book is out of print but may be available from Norfolk Schools Library Service**

Who's in a family? Robert Sketch. Family is important, but who's in a family? Why, the people who love you the most! This equal opportunity, open-minded picture book has no preconceptions about what makes a family a family. There's even equal time given to some of children's favourite animal families. With warm and inviting jewel-tone illustrations, this is a great book for that long talk with a little person on your lap.

Five reasons why your school needs to take homophobia and homophobic bullying seriously

Being Healthy	The School Report by Stonewall (2012) found that gay people who are bullied are at a higher risk of suicide, self-harm and depression. Two in five (41 per cent) have attempted or thought about taking their own life directly because of bullying and the same number say that they deliberately self-harm directly because of bullying.
Staying Safe	The School Report (2012) found that 55% of young lesbian, gay and bisexual pupils have experienced direct bullying. The use of homophobic language is a particular issue. Almost all (99 per cent) gay young people hear the phrases 'that's so gay' or 'you're so gay' in school and ninety six per cent of gay pupils hear homophobic language such as 'poof' or 'lezza'. Only half of gay pupils report that their schools say homophobic bullying is wrong.
Enjoying and achieving	One study showed that 72% of LGB adults reported a history of absenteeism at school. Three in five say it impacts directly on their school work (School Report, 2012).
Economic Well-Being	The School Report (2012) found that one in three (32%) of gay pupils who are bullied change their future educational plans because of it.
Making a Positive Contribution	A high incidence of emotional and physical bullying, high rates of self-harm, leaving school prematurely, despite good academic achievement can all contribute to LGBT youngsters having depressed life chances A study in the US by the Gay, Lesbian and Straight Network (GLSEN) shows that transgender students face much higher levels of harassment and violence than LGB students. These higher levels of victimization result in these students missing more school, receiving these students missing more school, receiving lower grades and feeling isolated and not part of the community.

*Statistics quoted come largely from Homophobic bullying guidance, The School Reports (2012 and 2007) Stand Up for Us: Challenging Homophobia and Guidance for schools on preventing and responding to sexist, sexual and transphobic bullying. See

http://www.stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/4004.asp and <http://gires.org.uk/> for Harsh Realities report

Addressing & Challenging Homophobia and Transphobia

Resources for Primary Schools

Classroom resources

CHIPS (Challenging Homophobia in Primary Schools)

This can be downloaded along with other curricular materials from the Classroom on the **Educate and Celebrate** website

<http://the-classroom.org.uk/lessons-and-resources/by-key-stage/ks2/chips-challenging-homophobia-in-primary-schools/>

Undoing Homophobia in Primary Schools by the *No Outsiders Project Team* is the third of the books describing the work of the award winning *No Outsiders Project*. It celebrates recognition, affirmation and inclusion. Primary teachers challenged the taken-for-granted norms and silences in primary schools around sexual orientation and gender expression that leave lesbian, gay, bisexual and transgender people and their families marginalised, unrepresented and subject to multiple discrimination. The teachers, all part of the *No Outsiders* project team funded by the Economic and Social Research Council over 2006-2008, describe how they have challenged homophobia in primary schools across England. From a tiny village church school to urban and suburban settings, they broke boundaries in a struggle for greater equality, making news worldwide. With its thought-provoking examples of good practice, lists of resources and examples of children's work, this is an essential book for teachers, teacher trainers, policy makers and equalities activists. It is a companion book to the initial account of the work, *Invisible Boundaries: addressing sexualities equality in children's worlds*, and the academic analysis of the team's work presented in *Interrogating heteronormativity in primary schools*.

ISBN 978 1 85856 440 1, 108 pages, A4 landscape, £16.99.

Living and Growing – Alternative Pack produced by Channel 4. Suitable for primary 5 – 11 years. See details on:

[Living and Growing Channel 4 series](#)

PSHE Curricular ideas (Norfolk resource) provides ideas for diversity including challenging homophobia for all Year groups from Reception to Year 6. This is written by Alex Metcalfe when working as a teacher at Fairstead Primary. Alex has given permission for this to be circulated on request. Please contact Rita Adair for a copy – rita.adair@norfolk.gov.uk

Storytelling Project on Homophobic Bullying – Calling out is a new anti-bullying project written with the practical and financial support of Leicestershire County Council's Anti-Bullying Team. It describes the experiences of a child who has moved to a new school with his family. He becomes aware that as he has two mums, his family is different from the families of some of his classmates and when homophobic language is used by some of his friends, he feels upset, and begins to be teased for his sensitivity. Unable to process his feelings on his own, he develops a diminished sense of self-worth and both his emotional well-being and performance suffer at school. After his own coping and resolution strategies prove unsuccessful, he is encouraged to enlist the support of a

teacher who gives his support, addresses the discriminatory behaviour and language and promotes a more positive and inclusive environment at school for all the students. **Calling Out** is suitable for years 3 – 6. Each performance will last 45 minutes to one hour. Calling Out is designed to be effective with ideally two but up to a maximum of three classes (60 – 90 children).

Gripping Yarns is an association of storytellers operating throughout the UK, delivering stories on PSHCE themes, or with other focused educational objectives to primary schools. For further information contact simon@grippingyarns.co.uk or 01763 838447

Books (please note that schools who belong to Norfolk's Library Service can request a box of project books on diversity issues such as challenging homophobia)

No More Kissing! Emma Chichester Clark, Picture Lions Momo doesn't approve of kissing – but his family do it all the time. And then his baby brother comes along and he's not so sure. A delightful picture book about how our feelings can change as we develop and grow

Daddy's Roommate Michael Willhoite, Alyson Publications American picture book originally written for the children of gay parents. The boy at the story's centre spends weekends with his gay dad and his partner, Frank, who do all the things that other parents do. Presents gay families as 'ordinary'

The Turbulent Term of Tyke Tiler ISBN: 9780571230945

After a school term of mishap after mishap, no reader can resist admiring Tyke's loyalty and good-will, but in the penultimate chapter we discover we may have made our own unfair assumptions about Tyke.

Elmer ISBN: 9781842707319

This vibrant modern classic picture book tells the tale of Elmer, the multi-coloured elephant, who tries to hide his colours with mud, to fit in with those around him. He soon realises that he'll never be happy hiding the truth.

The Worst Princess ISBN: 9781847388766

Princess Sue can't think of anything more dull than the royal life of pomp that's in store for her, and so one day she throws off the constraints of tradition in this funny twist to the conventional princess tale

Dogs Don't Do Ballet ISBN: 9781847384737

Biff the bulldog does not like normal bulldog things. He likes moonlight and music and he just wants to dance, and dreams of becoming a ballet star. Unfortunately, the humans around him take a little convincing.

Giraffes Can't Dance Giles Andrea, Orchard Picturebooks Gerald was not a good dancer – but, as a helpful cricket points out, sometimes when you're different you just need a different song to dance to. A poem with beautiful illustrations, about how we all have our place in the world even if we feel different from other people – and how often all we need is a little encouragement

Jump Michelle Magorian, Walker Books Real boys don't dance – or do they? Jumping is the thing that Steven likes to do best. But he's too small to play basketball and anyway, he doesn't have a ball or a net. But at his older sister's ballet class they actually teach you how to jump.... Actually, real boys can do whatever they like

Pass, it Polly Sarah Garland, Puffin Books Polly & Nisha are the only girls who want to play on the football team – and football is harder than it looks. But with help from Nisha's grandpa they soon get the hang of it

Oliver Button is a sissy Tomie de Paola, Econo-Clad Books Oliver Button doesn't like and do the things that boys are supposed to. His mother worries that he doesn't get enough exercise and, since he is hopeless at ball games, sends him to a tap dancing class. This doesn't stop him getting teased – even when he is entered in the local talent contest

The strongest girl in the world Jenny Nimmo, Egmont Books Esmeralda is very strong – and the star of a circus act in which she carries both her proud parents on her shoulders. Inside she is quiet and gentle who wants to play with the children next door but they are afraid of her. One day something happens which helps Esmeralda see the value of her special talent and makes the children next door see her in a different light

Hello Sailor Ingrid Godon, Macmillan Children's Books Get past the title (it won't worry children) because this delightful picture book about how love can last even when its object is far away and how the families we make for ourselves can be as important as those we are born into. Matt lives in a lighthouse. He watches the sea every day for ships...and for his friend – Sailor. Rose & Felix say Sailor is never coming back; Emma says he will; Matt won't give up hope

The sissy duckling Harvey Fierstein, Simon & Schuster Elmer is not like other boy ducklings. While they build forts he bakes cakes. He's hopeless at basketball and ever worse, he doesn't care. His father isn't impressed but his mother knows he is special and is sure that one day everyone else will too

The Boy With Pink Hair (Perez Hilton)

He was born that way-The Boy with Pink Hair. He had a cotton candy coloured mop that no one had ever seen before . . . Life is not easy being pink. Adults stare at you, little children giggle behind your back and some kids are just mean. But when you have a best friend who appreciates your uniqueness and parents who are loving and supportive, you can do just about anything.

Bill's New Frock Anne Fine, Egmont Books

Bill wakes up one morning to discover that he has become a girl. That day at school he discovers that people can make all sorts of assumptions about you because of what sex you are – or even just how you look. He wonders why it is always the boys who are asked to carry the tables even though some of the girls are stronger – and how anyone can cope without pockets*

The Family Book Todd Parr

This book shows that some families look different, but no matter how a family is made up, some things are just the same.

It's okay to be different Todd Parr

For anyone who ever doubted it, Todd Parr is here to tell us all that it's okay to be different. With his signature artistic style, featuring brightly coloured, childlike figures outlined in heavy black, Parr shows readers over and over that just about anything goes. From the sensitive ("It's okay to be adopted"--the accompanying illustration shows a kangaroo with a puppy in her pouch) to the downright silly ("It's okay to eat macaroni and cheese in the bathtub"), kids of every shape, size, colour, family makeup, and background will feel included in this gentle, witty book.

Two Weeks with the Queen Morris Gleitzman, Puffin Books

When his brother Luke is diagnosed with cancer, Colin is sent to London to stay with his aunt. Determined to find the Best Doctor in The World he visits the Best Cancer Hospital in London. There he meets Ted, whose lover Griff has AIDS. Fast paced and sensitively written and very funny. Will also appeal to Year 7s

Who's in a family? Robert Sketch. Family is important, but who's in a family? Why, the people who love you the most! This equal opportunity, open-minded picture book has no preconceptions about what makes a family a family. There's even equal time given to some of children's favourite animal families.

Mini Mia and her Darling Uncle (Pija Lindenbaum)

Mini Mia loves her Uncle Tommy. They hang out in coffee bars, go for walks, swim, and do other fun stuff. But one day Fergus appears in her uncle's kitchen. Mini Mia does not want to share Tommy with his new boyfriend. She thinks Fergus should go back to where he came from in Scotland. But Fergus doesn't disappear that easily . . .

It's A George Thing (David Bedford)

George spends most of his time with his friends Peachy (a gorilla) and Moon (a lion). Peachy and Moon are very boisy boys given to body-building and weight-lifting. Neither of these are George's thing - but what is? One day, walking home from another morale-crushing session of Rocks (weight-lifting), he hears some music coming from Priscilla the giraffe's river-boat. George's reaction is instinctive. This zebra was just made to boogie. He's a fantastic dancer! Trouble is, what are his friends going to make of it? A funny story about friends, fellowship, finding your own 'thing', and some very fancy footwork

The Paper Bag Princess (Robert Munsch)

Princess Elizabeth is set to marry Prince Ronald when a dragon attacks the castle and kidnaps Ronald. In resourceful fashion, Elizabeth finds the dragon, outsmarts him, and rescues Ronald--who is less than pleased by her un-princess-like appearance.

Donovan's Big Day (Leslea Newman)

Donovan's two mums are getting married, and he can't wait for the celebration to begin. After all, as ring bearer, he has a very important job to do. Any boy or girl with same-sex parents—or who knows a same-sex couple—will appreciate this picture book about love, family, and marriage.

Amazing Grace (Mary Hoffman)

Grace loves to act out stories. Sometimes she plays the leading part, sometimes she is 'a cast of thousands.' When her school decides to perform *Peter Pan*, Grace is longing to play Peter, but her classmates say that Peter was a boy, and besides, he wasn't black... But Grace's Ma and Nana tell her she can be anything she wants if she puts her mind to it...

10000 dresses Marcus Ewart

The only primary book that deals with Trans issues.

Stonewall have a list of resources that primary schools will find useful

http://stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/primary_school_resources/default.asp

Whole School Policy Documents

Guidance on '**Homophobic bullying**' (includes a range of practical downloads for school staff) and '**Guidance for schools on preventing and responding to sexist, sexual and transphobic bullying**'. You can download these publications from <http://www.schools.norfolk.gov.uk/Behaviour-and-safety/Bullying/Developing-an-anti-bullying-policy/index.htm>.

Ofsted guidance

Exploring the school's actions to prevent and tackle homophobic and transphobic bullying January 2014 (contained in the Section 5 briefings and information zip

<http://www.ofsted.gov.uk/resources/briefings-and-information-for-use-during-inspections-of-maintained-schools-and-academies>

This guidance details how inspectors will explore a school's response to challenging homophobia and transphobia

"Stand Up for Us" Challenging Homophobia in Schools. Available from http://www.stonewall.org.uk/documents/Stand_up_for_us.pdf

NUT and NASUWT both produce resources. They can be found via their websites and the direct links are

<http://www.teachers.org.uk/taxonomy/term/1873> New advice for NUT members on developing policies on LGBT equality in education. This advice contains practical advice about homophobic bullying and how to use the curriculum to promote equality and break down homophobic stereotypes and attitudes. It summarises recent DfE guidance and gives advice on how to make parents and carers aware of school policies and the fact that schools are required to educate to prevent anti gay attitudes

NASUWT guidance on prejudice related bullying

<http://www.nasuwt.org.uk/MemberSupport/NASUWTPublications/PrejudiceRelatedBullying/index.htm>

NASUWT advice for LGBT members

<http://www.nasuwt.org.uk/InformationandAdvice/Under-RepresentedGroups/LGBTMembers/index.htm>

Stonewall

http://stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/primary_school_resources/default.asp has a range of resources for schools, staff and young people including: The Teacher's Report – survey of 2000 staff on LGB issues The School Report (2012) – school experiences of gay young people in Britain's schools. Includes 10 recommendations on how to tackle homophobic bullying in school. Different families (2010), Celebrating difference: Challenging homophobia in primary schools (2011) 28 minute primary school staff training DVD, Education Guides: Challenging Homophobic language, Including different families, Effective school leadership, Working with faith communities. They also provide a range of posters including ones on different families to help schools to celebrate difference. They also have a guide for parents 'So you think your child is gay? Answers to some of the questions you have.

Stonewall's School Champion programme

Stonewall's School Champion programme is where Individual primary and secondary schools work with Stonewall and each other to prevent and tackle homophobic bullying and celebrate difference. [Read more](#) Several schools in Norfolk have signed up to this already. If you want to find out how it could benefit your school or get in touch with a school is part of this scheme, contact Rita.adair@norfolk.gov.uk

Why join the School Champions programme?

Ofsted inspections focus more on behaviour. Ofsted inspectors of maintained schools now ask what they are doing to prevent and tackle homophobic bullying. Stonewall's Schools Champions programme helps schools fulfill their inspection requirements and has already been cited in several school Ofsted reports since the new framework was introduced in January 2012.

Schools have a duty to protect *all* students. Nine in ten secondary school teachers and more than two in five primary school teachers say pupils, regardless of their sexual orientation, experience homophobic bullying, name-calling or harassment. Those affected include boys who apply themselves academically, girls who 'behave like boys', pupils with gay parents, and often anyone simply seen as different.

New changes in the law require schools to take proactive action. The Equality Act 2010 introduced a duty for schools to tackle issues such as homophobic bullying and to protect those who might experience it. Being part of the programme will help you to comply with the Act.

The government has prioritized tackling homophobic bullying. The 2010 Schools White Paper highlighted the problem of homophobic bullying, stating explicitly that headteachers should take incidents of prejudice-based bullying such as homophobic bullying especially seriously.

Local and National agencies supporting schools, young people and adults

(a) In Norfolk:

Rita Adair, Senior Lead Educational Psychologist, works for one day a week on a seconded role with NIEAS and will be happy to support your school to challenge homophobia including staff training on this issue. Contact Rita on rita.adair@norfolk.gov.uk Tel: 01603 307567 or mobile: 07917 215202

Norfolk Healthy Schools have developed a Healthy Schools Enhanced Model on Celebrating Diversity. This model can take up to one academic year to complete and is tailored specifically to your school's needs. It will help you establish baseline data from which you can then measure your school's success against. Possible ideas for this project could include: To increase the number of children who have received lessons on different families. For further details of how your school can take up this offer, contact Josie Wells – josiewells@nhs.net or ring on 07771 383259

BLAH – Norfolk's LGB group for young people.

BLAH LGB Youth <http://www.blahyouth.co.uk/about/> is part of Norfolk LGBT Project working together since 2007 to provide social & peer support groups for young gay, lesbian, bisexual people or those questioning their sexuality from 13-25yrs old. The main purpose of the work is to provide a safe venue, where young LGB people can have the opportunity to talk about issues affecting them, to offer an opportunity for them to access condoms, sexual health/HIV information and also the chance to meet other LGB young people. We achieve this by providing weekly youth groups. **BLAH can also support primary schools where young people are confused or in need of advice.** [contact us](#) for any questions that you may have.

Evolve

Evolve is MAP's monthly group where young transgender, genderqueer and gender-questioning people can meet one another in a friendly and supportive space. Email evolve@map.uk.net or call 01603 252746 for further details

(b) Nationally

Stonewall

<http://stonewall.org.uk/> 0207 593 1850 Stonewall is the leading UK organisation working to achieve equality for lesbian, gay and bisexual people, by promoting human rights and social inclusion and challenging prejudice and discrimination. Stonewall's Citizenship 21 project published *Safe for all: a best practice guide to*

prevent homophobic bullying in secondary schools.

The **Educate and celebrate** program <http://www.ellybarnes.com> is available to all schools, local authorities and work places to eradicate homophobia, biphobia and transphobia in line with Ofsted criteria and the Equality Act 2010. Links to the Classroom which provides lesson ideas from Early Foundation stage to Year 6.

Gender Identity Research and Education Society (GIRES)

This organisation provides information for Trans people, their families and the professionals who care for them <http://www.gires.org.uk/>

EACH (Educational Action Challenging Homophobia)

<http://www.eachaction.org.uk/> tel: 0808 1000 143

email: help@eachaction.org.uk EACH is a national support and not-for-profit training agency working with public, private and voluntary sector organisations in challenging homophobia and on sexual orientation issues. It also offers a professionally staffed helpline and e-mail facility for students, parents, teachers or other practitioners working with young people who can provide support and signpost to further help and information. Helpline open Mon to Fri 10am – 5pm, Sat 10am – 12 pm. Helpline officer: 0117 946 7607

ChildLine

<http://www.childline.org.uk/> tel: 0800 1111 ChildLine is a free 24-hour helpline for children and young people in the UK. Children and young people can call the helpline number about any problem, at any time – day or night.

YWCA England and Wales

<http://www.ymca.org.uk/> tel: 01865 304215 Campaigns on issues affecting lesbian and bisexual young women. It has 18 projects where lesbian and bisexual young women can receive confidential support in a friendly environment.

Caught in the Act (CITA)

Email: <http://www.caughtintheact.co.uk/CITA/Home.html> tel: 0207 733 2950

CITA offers drama-based training programmes in the workplace. These include a programme of diversity work that enables participants to explore ideas about equality and difference. Themes include ethnicity, gender, disability and sexual orientation.

Schools Out! National

<http://www.schools-out.org.uk/> tel: 0207 635 0476 A national organisation for lesbians, gay men, bisexuals and transpersons working in education. Their website includes model policies, a teachers' pack and information on legislation.

Celebrating Difference: Challenging Homophobia in Primary Schools

Friday 14th February 2014

09.00 – 16.30

**at the Norwich Professional Development Centre,
144 Woodside Road, Norwich, NR7 9QL**

This course is about celebrating difference; enabling pupils to be themselves and promoting a positive environment. It will give clear practical strategies and tools for teaching children about different families - including those with two mums or two dads - responding to homophobic language, tackling homophobic bullying and making sure that all young people can grow up feeling safe and positive about themselves. We have three top National speakers presenting as well as Norfolk presenters - see attached course outline and their details.

Did you know?

- Three quarters of Primary school teachers report hearing the phrases 'you're so gay' or 'that's so gay' in schools.
- More than two in five primary school teachers say children experience homophobic bullying in their schools.
- One in five Primary school teachers say children experience homophobic verbal abuse in their schools.
- Children are sometimes afraid to tell other people they have gay parents for fear of being bullied. They wish they could be open about their family.

The Teacher's Report, 2009 and Different Families, 2010, Stonewall.

Ofsted Inspectors are keen to see how schools are tackling these important issues and will want to know how your school challenges discriminatory and derogatory language – this includes homophobic language. This course will give you practical strategies for addressing this.

Cost: £165 per delegate for Norfolk schools/organisations. Additional delegate places per school/organisation can be purchased at the lower cost of £85 per person.

Please complete the booking form at the end of this document and email it to Carol Burgess - carol.burgess@norfolk.gov.uk by close Monday 10th February 2014. Successful applicants will receive e-mail confirmation from the Norwich PDC.

Celebrating Difference: Challenging homophobia in Primary schools

08.30 - 09.00 Registration and refreshments

09.00 - 10.30 Celebrating Difference: Challenging homophobia in Primary schools – Alex Sutton, Stonewall.

- Different families – what kinds of different families do we work with? How do we make sure we reflect different families in school and extend this to include children of same-sex parents?
- How can we encourage children to feel able to be themselves and take part in a range of activities regardless of gender?
- How to talk about difference and include gay people in the classroom.
- How can we bring the whole school community on board?
- How can we ensure we meet Ofsted requirements?

10.30 - 11.00 *Refreshments*

11.00 - 12.00 Challenging Homophobic Language Rita Adair, Senior Lead Educational Psychologist

12.00 – 12.15 The Enhancement model: Josie Wells, Norfolk Healthy Schools

12.15 – 12.30 What support exists in Norfolk?: Fi Liew-Bedford, Norfolk LGBT Co-ordinator

12.30 - 13.15 *Lunch*

13.15 - 14.45 The afternoon will divide into two workshops: one targeted for children in Reception, Years 1 and 2 and the other for children Years 3 - 6 (B):

Workshop A: No Outsiders at our school - challenging homophobia in early years (**Reception, Years 1 and 2**) - Andrew Moffatt, Assistant Headteacher.

Workshop B: No Outsiders at our school – challenging homophobia in primary years (**Years 3 – 6**) - Mark Jennett, Independent Consultant.

The afternoon sessions will build on the morning's introduction and provide:

- An opportunity to examine and discuss a range of books and other resources.
- Examples of good practice in challenging homophobia including challenging inappropriate language.
- Strategies for talking about LGB identities and in the classroom (e.g. including families with same sex parents, challenging 'traditional' gender stereotypes and roles).

14.45 – 15.00 *Refreshments*

15.00 – 16.30 Andrew Moffatt and Mark Jennett workshops (*continued*)

16.30 Close

Information about the speakers

Alex Newton, Education Officer - Stonewall

Founded in 1989, Stonewall works to achieve equality for lesbian, gay and bisexual people at home, at school and at work. They are now the largest gay equality charity in Europe.

'Education for All' is Stonewall's national campaign to prevent and tackle homophobic bullying in schools, colleges and universities. Stonewall work with a range of organisations including key Government agencies such as the Department for Education, Ofsted, over 60 local authorities, voluntary and community organisations, schools, colleges, unions and young people to address the problem and create environments where all young people can learn free of bullying, in an atmosphere of respect and dignity.

Alex joined Stonewall as their Education Officer for the School Champions programme in 2013. Before this, he worked for an educational social enterprise in North London that worked with 16-19 year olds. He has volunteered for a number of organisations working with young people, such as a charity providing tuition for the children of recent immigrants and a charity working to improve access to university.

Andrew Moffatt, Assistant Headteacher

Andrew Moffatt works as Assistant Head in an inner city Primary school in Birmingham where he also runs a Behaviour Resource Base for statemented children. He has written "Challenging homophobia in Primary schools" which has been published by Birmingham City Council and sent to every Primary school in the local authority. He is also the author of "Behaviour, Safety and Well being (100+ lesson plans for the Primary classroom)" published by Speechmark.

Mark Jennett, Consultant, Trainer, Writer

Mark Jennett is a trainer, consultant and writer specializing in work around equality and diversity (in particular gender and sexualities equalities), bullying, emotional health and PSHE. He has provided training and other support for numerous schools, local authorities and commercial organizations as well as Stonewall, the Terrence Higgins Trust, the General Teaching Council, the NUT and NASUWT. He has delivered tailored equalities training and support to a range of organisations ranging from leisure centres to housing and youth service providers.

He is currently working with the NUT, supporting Primary schools to challenge traditional gender stereotypes through the curriculum, and has recently been working with Tacade on a major project supporting a range of schools across the UK to develop responses to homophobic bullying.

Other projects have included the provision of diversity training and other support to 15 primary schools engaged in the ESRC funded No Outsiders.

Project, which aimed to develop innovative approaches to addressing gender and sexualities equalities in Primary education. This project was awarded the British Educational Research Association's Practitioner Research Award, 2008, in the schools category. He also developed and edited Out In School, a teaching resource for secondary schools that focuses on approaches to discussing sexual orientation and challenging homophobia across the curriculum.

He has written and contributed to a range of publications including Undoing Homophobia In Primary Schools (Trentham Books, 2010) a survey of the work of the No Outsiders project, which is aimed at teachers and other practitioners and contributed to the

development of DfE guidance on homophobic bullying. He has also worked as a National Adviser with the National Healthy Schools Programme.

Josie Wells, Norfolk Healthy Schools Development Worker

Josie works as a Healthy Schools Development Worker with schools and academies across Norfolk, including independent, short stay and complex needs. She works to promote all areas of pupil health and wellbeing through the Healthy Norfolk Schools programme. Josie is a specialist in Personal Social Health Education and promoting effective Sex and Relationships Education. She has experience of teaching PSHE and SRE in some of the most challenging educational environments to some of the hardest to engage target groups, including young offenders and those with special educational needs. Additionally, Josie has written bespoke programmes of education for the European Social Fund and the Learning Skills Council and delivered programmes within youth clubs, children's homes and for the prison service.

Fi Liew-Bedford, Norfolk LGBT Co-ordinator

Norfolk LGBT Project is a community based charity, providing support that is relevant to the health and wellbeing of the LGBT community in Norfolk and Waveney since 2007.

Fiona began working with and for the LGBT community in 2002, working for Norfolk Youth Service and helping to facilitate the LGB youth group Standout. In 2007, she helped set up Norfolk LGBT Project and a new LGB youth group called BLAH. In 2010 Norfolk LGBT Project was commissioned by NHS Norfolk & Waveney to undertake sexual health/HIV awareness amongst the LGBT community and she became Project Manager. Out of all the services that Norfolk LGBT Project provides, her main interest and passion is working for and with young LGB individuals.

Rita Adair, Senior Lead Educational Psychologist

Rita has over 30 years experience in education, working in Northampton, Suffolk, Kent, London and now Norfolk. Rita trained as a teacher and has taught children and young people between 8 – 18 years. Children with special educational needs have always been a particular interest. In 1991 Rita became an educational psychologist working in Harrow. It was here that she became involved in a range of anti-bullying initiatives. Following a move to Norfolk, she quickly established her influence on behavioural work in the county developing behavioural forums and a countywide anti-bullying team to support schools, pupils and parents with concerns. Rita became a Regional Adviser for the Anti-Bullying Alliance for 2004 – 2010. This involved working strategically with local authorities across the eastern region as well as supporting schools in need to develop consistent anti-bullying approaches. Rita now works for two days in Norfolk as a Senior Lead Educational Psychologist with a role for coordinating behavioural work including mental health issues and anti-bullying. She also leads on the Local Authority's Stonewall Education Champion's Programme and works with a group of schools in Norwich as a practising Educational Psychologist.

PRIMARY BOOKING FORM

To book your place and workshop choice, please return this form by email to:- Carol Burgess – carol.burgess@norfolk.gov.uk by close Monday 10th February 2014

If you need to discuss details of the course further, please contact Rita Adair, Senior Lead Educational Psychologist on rita.adair@norfolk.gov.uk or 01603 307567 or 07917 215202.

**Places are limited to 30 for Workshop A
and 30 for Workshop B
and they will be allocated on a first-come, first-served basis**

Name and Role (Primary)	School / *Organisation Name	Please state Workshop choice, i.e. A or B (see above for details)

***Organisations will also need to provide their full name, postal address, telephone number and email address in order that an invoice can be raised.**

Signed:.....

Date:.....

This form should be returned to: Carol Burgess, Business Support Officer, Children's Services, Professional Development Centre, 144 Woodside Road, Norwich NR7 9QL 01603 307777 carol.burgess@norfolk.gov.uk