

February is LGBT History Month – Ideas for Secondary Schools in Norfolk

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, Neil Tennant from the Pet Shop Boys, Lady Gaga and Dusty Springfield,

Schools Out! is the national organization working to ensure equality in education for LGBT people who initiated the LGBT History Month. The Schools Out lessons are on the TES website:

http://www.tes.co.uk/MyPublicProfile.aspx?uc=2151777&event=21&page=1&SFB_C_FilterOption=8 Other websites with ideas include **Educate and Celebrate**

<http://www.ellybarnes.com/> which also includes the Classroom resources by Key stage and **Stonewall** www.stonewall.org.uk/LGBT2014 As well as suggested activities you can do on challenging homophobia, secondary schools might want to purchase Stonewall's resource pack for LGBT History Month for £7.50 (**free to School Champion members**). This includes:

30 'Gay, Get Over It' posters

5 Gay. Get Over It! pocket sized guides for pupils on how to challenge homophobic language

Tackling Homophobic Language Teachers' guide

LGBT History Month Quiz

Education for All Youth Campaign guide

The School Report - Lesbian, gay and bisexual young people's experiences of homophobic bullying

10 'Some People Are Gay. Get Over It!' posters

10 'Some People Are Gay. Get Over It!' postcards

25 'Some People Are Gay. Get Over It!' stickers

[Download LGBT History month activities here](#)

To order a pack contact education@stonewall.org.uk or phone 0207 593 1850 to speak to a member of the education team.



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 Acle High and Lynn Grove Academy where they have directly challenged such language they have noticed a significant reduction. Ideas of how your school will be available in next week's e-courier or can be obtained from Rita Adair – rita.adair@norfolk.gov.uk. In addition all secondary schools will receive the Stonewall pack on challenging homophobic language which includes further ideas and posters to address this key issue.

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 they are tackling homophobic language. Full details on how your school can take part 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 will also be a resource page for schools which provides schools with a list of resources and support materials for schools to address Hate Crimes and 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 below.** 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 or guidance 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. If your school is interested get in touch!

Events in Norfolk during LGBT History Month

1. Celebrating difference; challenging homophobia in secondary schools.

This course is designed for secondary school staff to and will give clear practical strategies and tools for challenging homophobia such as responding to homophobic language, tackling homophobic bullying, ensuring that young people receive relevant information about sexual health and making sure that 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 **Thursday 13th February 2014 at Norwich Professional Development Centre, Woodside Road, Norwich, Norfolk.** Details of this training and how to book are on the last pages 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

2. Some Of My Best Friends Are Gay: Wednesday 26th February 2014

Understanding of the impact of homophobia and heterosexism, language and key issues facing gay men and women, bisexual men and women and men who have sex with men/women who have sex with women)

1 day course

By the end of the course participants should be able to:

- Work confidently with the gay community
- Identify some of the detrimental affects of homophobia and heterosexism
- Be confident about saying/doing the right thing
- Identify ways of making their services more user friendly for gay and lesbian service users

Contact the Sexual Health Promotions Unit for details of how to book this course and venue and time details: 01603 221838 Email: ecch.shpu@nhs.net

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 Secondary Schools

Use the ideas from the websites above (i.e. Stonewall, Educate to Celebrate, TES).

Use the resources produced by Nick O'Brien, Teacher from Neatherd High School (see below and contained in zip folder – ask Rita Adair – rita.adair@norfolk.gov.uk for a copy)

- **LGBT History Month 2014** is a powerpoint for an assembly on the topic of music, centered around Gay composer Benjamin Britten and Bisexual rapper Azealia Banks. Features two video clips.
- **Gay History Timeline** is a Tarsia Puzzle where students have to match dates/ LGBT events. You need to download free from <http://www.mmlsoft.com/index.php/products/tarsia> to open. Excellent package for teachers.
- **The Mixing it up activity** is a PSHE lesson for all ages.
- **What is your own coming out story** is an English/ Literacy lesson. You would need to buy the Out140 little book of coming out stories to accompany the work (see details on page 14). Another great resource made by Michelle Savage and Vince Laws. Teachers can email Nick O'Brien (n.obrien80@gmail.com) for info.
- **Famous LGBT people** is a prompt for discussion in tutor time

Get behind the **Mind your Language campaign** in Norfolk. See ideas in pack attached. Spend a staff meeting (or part of one) thinking about the language used and assumptions made such as everyone is heterosexual in lessons, the staff room, at parents' evenings, at Governors meetings, at the Summer Fair? Go through some of the script responses in the Brighton and Hove handout on challenging homophobic language.

Decide, as a school, that you are not going to use the word "gay" in a derogatory fashion and discuss why (see DL12 in Homophobic bullying guidance. Although this document was produced by the previous government, the ideas are still useful) [Norfolk Anti-Bullying Website](#) and the guidance on Homophobic Bullying.

Show a film/read extracts or a whole book in sections during the month of February – explain that this is to celebrate LGBT month. Stonewall's FIT DVD always captivates audiences and encourages good discussion. See [Stonewall FIT DVD](#)

Train staff to become better equipped to manage homophobia and to promote the LGBT experience in school in the future. Remember to invite Governors. Use Stonewall's Spell it Out DVD an excellent staff training resources https://www.stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/secondary_school_resources/7195.asp

Mention LGBT History month in your Newsletter

Get pupils involved in a project to research the contributions made to a particular curriculum area by LGBT people: all the LGBT artists/scientists/ writers/musicians & composers and so on they can find out about

Rehearse and perform a drama performance. This could show LGBT in a positive light i.e. as the hero and existing stories can be drawn upon and roles substituted or a completely new story made up; or it could address homophobic bullying/homophobia and how it affects LGBT people as well as others

Invite an outside speaker in from a LGBT organization to talk to staff/pupils

Do an Assembly to raise awareness of LGBT month

Put up information in staff rooms and parent/student areas with details of information/websites

With governors:

See Stonewall's guidance for governors on governor responsibilities and information governors need [Information for Governors \(Stonewall\)](#)

Use DL3: 'School evaluation form for governors preventing and responding to homophobic bullying' p. 82 from 'Homophobic bullying' guidance) [Norfolk Anti-Bullying Website](#)

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

1. 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 because of bullying.
2. 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.
3. 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).
4. 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.
5. 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 [Stonewall resources](#) and <http://gires.org.uk/> for Harsh Realities report

Addressing & Challenging Homophobia and Transphobia Resources and Guidance for Secondary Schools

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 . [Norfolk Anti-Bullying Website](#)

Transgender guidance: Information for teenagers – Gender development – the inside story. Materials produced for Years 10 and 11 and upwards . www.gires.org.uk The Home Office commissioned GIREs to prepare a toolkit for schools to use in combating transphobic bullying. The material has undergone

extensive testing by people involved in education, government agencies, the unions, the police and organisations working in the [transgender](#) field.
Transphobic Bullying Toolkit <http://www.gires.org.uk/transbullying.php>

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

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

Lessons on diversity and prejudice from NUT

<http://www.teaching-resources-uk.com/lessons/pshe/KS3-Prejudice-lesson-plans-worksheets/>

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/secondary_schools/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. The report includes 10 recommendations on how to tackle homophobic bullying in school, Education Guides: including their updated guide on Challenging Homophobic language, Effective school leadership, Working with faith communities and so on. They provide a range of posters. They also have advice for young people and 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.

Teacher Training and Teaching Resources – KS 3/4/5 All items asterisked are available from the Millennium library at the Forum Library, Norwich

Spell It Out

A DVD produced by Stonewall showing scenarios and providing strategies for teachers dealing with pupil concerns around sexual orientation and homophobia. [Spell it Out DVD Stonewall resource](#)

Out in School Terence Higgins Trust resource <http://www.tht.org.uk/> and look under publications. Resource provides teachers with ideas on how to talk about sexual orientation and challenge homophobia in schools. This pack has been written by teachers for teachers. It is FREE to download <http://www.tht.org.uk/sexual-health/Resources/Publications/General/Out-In-School> and provides ideas across the curriculum or you can order a copy in a ring binder (ring binder copies contact rita.adair@norfolk.gov.uk as she has several copies)

Sex, myths and education *

Video where young people talk about what they want from Sex and Relationships Education. This could be used with colleagues, governors or parents – or with young people as a start point for discussing and reviewing existing provision. PSHE and Citizenship SPOTLIGHT series. Order from: Book Sales NCB, 8 Wakley Street, London, EC1V 7QE Tel: 0207 843 6028
<http://www.ncb.org.uk/search-results?q=sex+education>

Sex Love and Video Diaries

Developing teaching skills for sex and relationship education. The video, which comes with a resource pack, addresses the requirements of the NHSS with regard to PSHE, SRE, Citizenship and emotional health and wellbeing. It includes footage of lessons in both Primary and Secondary settings in which young people discuss homophobic name-calling, discrimination and homosexuality. Order from 4Learning, PO Box 400, Wetherby, LS23 7LG Tel: 08701 246444
(<https://shop.channel4learning.com/index.php?page=shop&pid=1624&cid=99>)

Treading on Eggshells

This is the recent anti-bullying film made by Camden LGBT Forum in association with the Queer Youth Network and Halogen Entertainment. The film was made possible by funding from the Emmanuel Vincent Harris Trust and is the only current anti-bullying film to cover trans issues. The film features interviews with young people and includes footage in Acland Burghley School.
(<http://camdenlgbtforum.org.uk/11-2/treading-on-eggshells/>)

Equality, Diversity and Inclusion: challenging homophobia

A video and training pack for education, health, youth work and social work professionals. A comprehensive programme looking at heterosexism and homophobia in the workplace and how to challenge it. Family Planning Association

<http://www.fpa.org.uk/professionals/publicationsandresources/healthprofessionals/challenginghomophobia>

Growing up Gay

2 programmes for KS4 students. One is a strong drama about homophobic bullying, the other a series of short films made by ordinary young people who happen to be LGB. Off limits – sex education for 14-19 year olds 4 Learning, PO Box 400, Wetherby LS23 7LG 08701 246444 * <http://www.channel4learning.com/>

Boys Will Be...? – Sex education & young men Neil Davidson, Bedford Square Press *

Let's Get Changed Lads

A pack and game for developing work with boys and young men. Trust from the study of Adolescence (1997) *

Moving Goalposts

Setting a training agenda for sexual health work with boys and young men. Max Biddulph & Simon Blake, FPA, (2001) *

Strides

A practical guide to sex and relationships education with men. S Blake and S Laxton, FPA, (1998) *

Sexuality and Learning Disabilities

A resource for staff. C. Fanstone & Z Katrak *

Talking about Homosexuality in the Secondary School

Simon Forrest, Grant Biddle, Steven Clift – AVERT (1997) *

Working with Young Men

A resource handbook for workers, teachers and Connexions Personal Advisors. V Rogers, The National Youth Agency (2003) *

Young Gay Men Talking

Key issues and ideas for action. Simon Blake (ed) Working with Men's Advocacy Series (2003) *

Challenging lesbian and gay inequalities in education, by Debbie Epstein (Eds) – Open University Press

When the drama club is not enough

Lessons from the safe schools programme for gay and lesbian students, by Jeff Perotti and Kim Westheimer, Beacon Press

The greatest taboo: homosexuality in black communities

by Delroy Constantine-Simms (Eds), Alyson Publications

Sexual Bullying: gender conflict and pupil culture in secondary schools

by Neil Duncan, Routledge Falmer

Books for young people

Two Weeks with the Queen* Morris Gleitzman, Puffin Books Something of a classic. 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 *

Out of the Shadows Sue Hines, The Women's Press Following her mother's sudden death, Ro now lives with her mother's partner, Deb. Ros is convinced that her family is unlike anyone else's and is determined that no-one at school will get close enough to find out. Then Jodie arrives with a secret of her own; the girls are drawn to each other but when Jodie's feelings for Ro start to tip into something different their friendship is tested. (Best suited to KS3)

Get a life!* Jean Ure, Orchard Black Apple Joel's brother Noel is a real heart-throb, always dating different girls. But when tall, blonde, gorgeous Lars turns up things seem to change. Then comes a startling revelation that has fatal

consequences and makes Joel rethink his prejudices. (One reviewer aged 13 says: "I think that doing it from the potential homophobe's eyes was a lot more meaningful..." *)

Postcards from No Man's Land* Aidan Chambers, Red Fox Definitions Abroad on his own for the first time Jacob meets Geertrui who tells him a story of love and betrayal that links him with Geertrui's Dutch family in a way he never suspected. Spanning 50 years, the novel interweaves a wartime tale with Jacob's exploration of new relationships in contemporary Amsterdam. Winner of the 1999 Carnegie Medal – subtly explores the beginnings of sexual desire and love as well as sexual preferences *

Strange Boy* Paul Magrs, Simon & Schuster Set in North East England in the 1970's. David's parents have recently separated and he spends life shuttling between mum and dad's families. On top of all this he's not sure about fancying girls and finds John who lives down the road with his eccentric mother so much more interesting. John seems to share some of David's feelings but is unable to acknowledge them. A story about coming to terms with sexuality in a world with no reference points – ultimately David decides being an outsider may not be such a bad thing *

The Diary of a Doctor Who Addict by Paul Magrs

It's the 1980's and David has just started secondary school. He's becoming a teenager, but still hanging onto the rituals of childhood, particularly his addiction to Doctor Who, sharing the books with his best friend and neighbour, Robert, and watching the TV show. But time moves relentlessly on, and Robert starts rejecting the Doctor in favour of girls, free weights and new music. Against a backdrop of Bowie, Breville toasters and trips to Blackpool, David acknowledges his own abilities and finds his place in the world.

Love in Revolution B R Collins

Esteya is fifteen. As war rumbles closer, Esteya's brother - an important figure in the Revolutionary Communist Party - is able to protect their family from the worst of the privations of war. Then Esteya meets an extraordinary girl, Skizi, an outcast, shunned by all. But Esteya and Skizi are drawn to each other. Slowly and wonderfully love blossoms...

Oranges Are Not the Only Fruit* Jeannette Winterton Winner of the 1985 Whitbread Award for First Novel and turned into an award winning BBC TV drama charts a young lesbian woman's early awakenings and experiences *

DVDs to use with young people (please always think about your follow up. We would not recommend that these DVDs are simply shown to young people with no follow up or discussion)

FIT Explores issues relating to sexual orientation in young people. "The feature film adaptation of Stonewall's highly successful play for schools. A kind of guilty take on the shiny E4 Glee. The Times. Available from [FIT DVD Stonewall resource](#) Suggested for Years 7 – 11 Has a range of back up resources for use in classes

Feature Films

Ma Vie en Rose (My life in pink) 12 Dir: Alain Berliner, 1997 *

Ludo is a little boy who lives with his loving family in a Paris suburb; however Ludo wants to be a girl. This film explores how members of Ludo's family react to his desire to 'be different' (dad encourages him to play rugby whilst his grandmother allows him to play with her make up). "A masterpiece" (the Guardian); "Feelgood movie of the year" (Attitude). French with English subtitles. Available from Norfolk Libraries.

Four Weddings & A Funeral 15 Dir: Mike Newell *

Includes an exploration and positive representation of a gay relationship within a group of friends, and the very touching scene when one of the couple recites a poem at the funeral of his life partner.

Philadelphia 15 Dir: Jonathan Demme

Tom Hanks plays a promising young lawyer whose career is cut short when he gets fired. The law firm he works for say he isn't up to the job; however Tom Hanks' character (Andrew) has recently disclosed his HIV status and believing that this has prompted his dismissal he hires another lawyer (Denzil Washington) to take on the law firm.

Billy Elliott 15 Dir: Stephen Daldry

As a young boy who wants to become a ballet dancer and whose father is a miner, the film touches on Billy's friendship with another boy who is 'different' and who also appears in the final scene as an adult in the audience watching Billy's Swan Lake performance in London.

Far From Heaven 12 Dir: Todd Haynes *

Set in the 1950s, Dennis Quaid plays a married man who is gay and eventually discloses this to his wife. They seek 'treatment' for his 'condition' and there are some interesting scenes where they visit a psychiatrist. (Also covers what would at the time have been a controversial mixed race attraction between Quaid's wife and their black gardener).

Television

Soap Operas (before 9 p.m. watershed) e.g. Sean in Coronation Street (gay machinist in the underwear factory); Hayley who has just died in Coronation Street (trans-sexual married to Roy) – all examples of storylines/characters whose experiences are re-visited from time to time. Look out for what is currently happening in soaps watched by youngsters to tape as a prompt for discussion.

Music

English Man in New York – Sting – this was written about Quentin Crisp, about whom a TV series was made in the 1970's entitled 'The Naked Civil Servant' – openly gay in the 1930's and famously tried in court *

Red Hot & Blue c.d. a compilation of artists re-working Cole Porter's songs as an

AIDS benefit album; a concert was performed to publicize. Many of the Porter classics e.g. 'Don't fence me in' and 'I've got you under my skin' take on a different complexion in light of the AIDS disease. **Red Hot & Blue DVD** shows the different musical artists performing for the Red Hot & Blue cd *

NB: These resources have been collated from a range of sources and not all of them have been reviewed by the author of this document; teachers should review any material to assess its suitability for particular groups.

Theatre Companies

Chinwag theatre This Company creates exciting community theatre, educational and training work that encourages both young people and adults to address issues which affect their lives. They have produced theatre on anti-bullying and homophobia work. See their website for details and how to contact: <http://www.chinwagtheatre.com/index.php>

Information leaflets for young people

Gay. Get over it!

This pocket sized guide is designed to help young people challenge their peers' use of homophobic language. In 10 easy steps it tells young people what they can say to stop homophobic language, why they should be doing it and where they can go for further support. To read more about Stonewall's campaign, click http://stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/secondary_school_resources/9307.asp

Norfolk LGBT group – BLAHT has developed a range of booklets addressing the following topics:

Stop Homophobic Bullying

A booklet to provide information on what homophobic bullying is and what to do

Mum...Dad...

A guide for families of young lesbian, gay and bisexual individuals and those questioning their sexuality

You, me and sexuality

A booklet for young individuals who are questioning their sexuality and want to know more about coming out or those who are already out and want to know what's next. Also useful for teachers to use with pupils

Take a walk in our shoes

Raising the awareness of homophobic abuse and bullying that some young lesbian, gay and bisexual individuals living in Norfolk and Waveney encounter in their every day life.

From Me 2 U

A book describing young people's experiences of coming out

The LGBT Guide to Norfolk 2013

For any of the free resources contact www.blahyouth.co.uk

OUT140: The Little Book of Coming Out

Stories <http://www.norwichpride.org.uk/out140.html> 140 stories in 140 characters or less for £1.40. You can buy the book from the shop at the [Greenhouse](#), 42-46 Bethel Street, Norwich, NR2 1NR or email shell@shellytelly.co.uk for bulk purchases. You can also borrow a copy from any Norfolk library. Councillor Barry Stone, Norfolk County Council Cabinet Member for Cultural Services says: "This is a small but powerful book which has been created by people across Norfolk, telling their story of a significant and defining time in their lives in just 140 characters. It is great that anyone in Norfolk will be able to borrow a copy from their local library". We are developing lesson plans that include the book. It can be used to teach PHSE as well as English and Maths. Email shell@shellytelly.co.uk for more information.

Local Support Groups for young people

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 our work is to provide a safe venue, away from the scene 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 LGB Youth Groups is an "open access" drop in – this means that young people don't have to take part in any group discussions that we may have or come along every week in order to take advantage of the full range of services that we provide. They don't even have to stay for the whole session or share anything about themselves that they don't feel comfortable with – they are free to leave at any time.

We usually encourage new group members coming to the groups for the first time to "**stick with it**" for a couple of weeks, as building up confidence and learning to feel relaxed amongst new people can take time. **We fully understand the hardest part is turning up for the first time**, but our staff are experienced youth workers who are there to support young people in any direction they wish to go, if we can't help the young person then we'll signpost them to people who can. All our youth workers have up-to-date CRB checks.

Our aim is to provide the best possible service that is relevant to the needs of young LGB people in Norfolk and Waveney. We encourage young people to get

involved and have a say about what goes on at BLAH LGB Youth Groups. During our group sessions we try to cover a broad range of topics such as safer sex, coming out and staying safe, mental health and well-being and self confidence. Subject to funding we also arrange events during the year such as a camping weekend.

BLAHT Youth Groups

BLAHT LGBT Youth Lowestoft meets every other Tuesday evening between 6pm and 8pm.

BLAHT LGBT Youth Norwich meets every Wednesday evening between 6pm and 8pm.

BLAHT LGBT Youth Kings Lynn meets every other Thursday evening between 6:30pm and 8:30pm.

A new group will be forming in North Norfolk. Follow the contact link for full details

See [the calendar](#) for dates of all the group sessions ahead and [contact us](#) for venue information and 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

Agencies supporting schools, young people and adults

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*.

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/>

Lesbian Gay Bisexual Transgender Consortium

<http://www.lgbtconsortium.com/> tel: 0207 064 8383 The consortium has a membership of over 300 groups working in LGB communities around the UK and can provide contact information for local organisations.

Terrence Higgins Trust

<http://www.tht.org.uk/> tel: 0207 812 1600 The leading HIV and AIDS charity in the UK. Can provide training, information, support and resources to service providers working with young gay men. By March 2004 an online resource will have been developed, providing training packages, standards and guidelines for work with young gay men. For more information contact, Phillip Wragg, Young Gay Men's Development Officer on 0207 816 4662 or email phillip.wragg@tht.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

FFLAG <http://www.fflag.org.uk/> tel: 01454 852418 National Voluntary organisation and registered charity dedicated to supporting parents and their gay, lesbian and bisexual sons and daughters. Have a number of local helplines and parents' groups.

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.

CragRats Ltd Email: <http://www.cragrats.com/> tel: 01484 686451 CragRats offers theatre in education programmes on various issues including homophobic bullying.

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.

Norfolk celebrates Lesbian, Gay, Bisexual and Transgender (LGBT) History Month

Celebrating Difference: Challenging Homophobia in Secondary schools

Thursday 13th 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 challenging homophobia such as responding to homophobic language, tackling homophobic bullying, ensuring that young people receive relevant information about sexual health 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 several Norfolk presenters - see attached course outline and their details.

Did you know?

- **More than half** (55 per cent) of lesbian, gay and bisexual pupils have experienced direct bullying.
- **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'.
- **Three in five** gay pupils who experience homophobic bullying say that teachers who witness the bullying never intervene.
- **Only half** of gay pupils report that their schools say homophobic bullying is wrong, even fewer do in faith schools (37 per cent).
- **One in three** (32 per cent) gay pupils experiencing bullying change their future educational plans because of it and **three in five** say it impacts directly on their school work.
- 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.

The School Report, 2012, 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 Secondary schools

08.30 - 09.00 Registration and refreshments

09.00 - 10.30 Celebrating difference: Challenging homophobia in Secondary schools – Sarah Rose, Stonewall

- Why this work?
- The experience of LGB young people in secondary schools
- Exploration of Ofsted guidance
- Using Stonewall FIT DVD to raise awareness
- Stonewall resources and how to use effectively
- Barriers to undertaking this work and how to overcome them

10.30 - 11.00 *Break*

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 Challenging homophobia through the curriculum Mark Jennett, Independent Consultant

14.45 – 15.00 *Refreshments*

15.00 – 16.30 Delivering inclusive SRE/Sexual Health Neil Kittle, Sexual Health Promotion Specialist and Josie Wells, Norfolk Healthy Schools Development Worker

16.30 Close

Information about the speakers

Sarah Rose, Education Champions Co-ordinator - Stonewall

Sarah joined Stonewall as their Education Champions Coordinator in 2011. Before joining Stonewall, Sarah worked for Wokingham Borough Council, for an MP and taught at the University of Birmingham. Sarah is a trained Secondary Teacher.

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.

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.

Neil Kittle, Sexual Health Promotion Specialist

Neil works as a Sexual Health Promotion Specialist with the Sexual Health Promotion Unit (SHPU). Neil works across Norfolk and Waveney to improve the opportunities for sexual health promotion, working with health professionals, teaching staff, youth workers and the voluntary and statutory sectors, as well as directly with targeted groups. Neil has over 15 years' experience of working in the field of sexual health promotion, particularly with LGBT communities in challenging homophobia, group work interventions, HIV prevention, outreach, coming out/young LGBT people peer support, community development and training.

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.

SECONDARY BOOKING FORM

To book your place on the course, 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.

Name and Role (Secondary)	School / *Organisation Name

***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

