

Celebrating Difference: Challenging Homophobia in Secondary schools

This year Norfolk came 8th in the Stonewall Equalities Index (out of 45 Local Authorities) and was praised for the quality of the training offered to schools. Many Heads who have attended courses have described them as inspirational and helpful in providing practical clear steps on how to challenge homophobia positively. **We are so keen to encourage schools to attend that we have negotiated a discounted rate for all schools. It is now £60 for the first attendee and £40 for any subsequent attendees from the same school.**

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.

Please direct any further enquiries to Rita Adair, Senior Lead Educational Psychologist - rita.adair@norfolk.gov.uk or 01603 307567

[Course details follow.]

Celebrating Difference: Challenging Homophobia in Secondary schools

Tuesday 30th September 2014

09.00 – 16.30

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

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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: £60 per delegate for Norfolk schools/organisations. Additional delegate places per school/organisation can be purchased at the lower cost of £40 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 15th September 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 Delivering inclusive SRE/Sexual Health Neil Kittle, Sexual Health
Promotion Specialist and Josie Wells, Norfolk Healthy Schools Development Worker

14.45 – 15.00 *Refreshments*

15.00 – 16.30 Challenging homophobia through the curriculum Mark Jennett,
Independent Consultant

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 15th September 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