

## February is LGBT History Month – Ideas for Primary Schools 2015

February 2015 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 History.** There are lots of opportunities to explore, discuss and examine the lives of people who have come before us, those who have made an impact on the way that lesbian, gay, bisexual and trans (LGBT) people can live their lives today. We want your school to get involved in activities during the month to raise awareness of LGBT issues for all and to demonstrate your acceptance and support for young LGBT people in your school. This pack enables you to do this.

Norfolk is proud to be part of **Stonewall's Education Champions Programme** which guides and supports local authorities in helping schools celebrate difference especially challenging homophobia and developing pro-active healthy relationship work.. Rita Adair, Senior Lead Educational Psychologist co-ordinates this programme. Last year we entered Stonewall's national Equality Index 2014 and came **8<sup>th</sup> out of 45 Local Authorities in England!** Feedback from Stonewall praised our Celebrating difference – challenging homophobia training. Since 2012, over 850 people have been trained. This includes about 74 primary, 14 secondary, 4 special schools, 1 PRU and 43 organisations. 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 training on challenging homophobia and homophobic bullying generally please contact Rita Adair – **01603 307567** or [rita.adair@norfolk.gov.uk](mailto:rita.adair@norfolk.gov.uk) If your school would like to be involved or informed about the Challenging Homophobia Partnership Group which meets twice termly please advise Rita as well as the activities you deliver this LGBT History month.

**Schools Out! Initiated the LGBT History Month and** is a 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/> especially <http://www.ellybarnes.com/primary/> which has a free downloadable resource of Key stage lessons produced by Andrew Moffatt. Also see the [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/LGBT2015](http://www.stonewall.org.uk/LGBT2015) 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 for staff 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?**

### **Screening of Stonewall's FREE film at Cinema City, Norwich on Friday 27<sup>th</sup> February 2015 9.30 – 12 noon**

FREE is a ground-breaking film for primary school pupils that conveys a powerful message about difference, diversity and respect.

Designed in conjunction with a panel of leading primary school teachers, this age-appropriate film builds on Stonewall's acclaimed Different Families campaign, and has been specifically designed to complement schools' Key Stage 2 Personal Health and Social Education (PSHE) curriculums. It will be shown at Cinema City, Norwich on 27<sup>th</sup> February 2015 and schools can send up to 30 (pupils and staff) for £50 per school. We will be joined by Rikki Beadle-Blair who both acts in it and has directed it. He is absolutely brilliant! See ecourier week beginning 26<sup>th</sup> January for flyer or contact Carol Burgess – [carol.burgess@norfolk.gov.uk](mailto:carol.burgess@norfolk.gov.uk) to book your place. Contact Rita Adair, Senior Lead Educational Psychologist – [rita.adair@norfolk.gov.uk](mailto:rita.adair@norfolk.gov.uk) if you have queries. The film is available to all primary schools at [www.stonewall.org.uk](http://www.stonewall.org.uk) The site also hosts a range of activities for children and lesson ideas for teachers.

### **Mind your Language – challenging homophobic language**

As for last 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!' (i.e. where the word 'gay' is used inappropriately to describe something as 'rubbish' or 'annoying' rather than describing someone's sexual orientation) 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 can be obtained directly from Rita Adair – [rita.adair@norfolk.gov.uk](mailto: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 is appropriate for Years 5 and 6 pupils in your 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 sent to schools shortly or contact Rita Adair – [rita.adair@norfolk.gov.uk](mailto: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 [Hate Free Norfolk pledge](#) So far 11 Norfolk primary and 5 Norfolk secondary schools have signed up. See [Hate Free Norfolk supporters pledge wall](#) 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. [Hate Free Norfolk School resources page](#)

## **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). Andrew Moffatt's resources in the CHIPs lessons for primary schools is free to download <http://www.ellybarnes.com/primary/>  
See Stonewall website ideas for primary schools: [http://www.stonewall.org.uk/at\\_school/education\\_for\\_all/primary\\_schools/default.asp](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 (Different families, same love) 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](http://www.stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/primary_school_resources/7146.asp)

Show your KS2 classes Stonewall's FREE DVD FREE is a ground-breaking film for primary school pupils that conveys a powerful message about difference, diversity and respect. Designed in conjunction with a panel of leading primary school teachers, this age-appropriate film builds on Stonewall's acclaimed Different Families campaign, and has been specifically designed to complement schools' Key Stage 2 Personal Health and Social Education (PSHE) curriculums. It will be shown at Cinema City on 27<sup>th</sup> February 2015 9.30 – 12 noon. Contact Carol Burgess – [carol.burgess@norfolk.gov.uk](mailto:carol.burgess@norfolk.gov.uk) to book your place. To find out more and order your school ca view or order a copy for £10 go to [Stonewall FREE DVD and info](#)

There are a variety of ideas on Stonewall's resources for primary schools such as posters and cards [Different families posters and cards](#) and lessons [lesson ideas on different families](#)

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\* ([Schools AB website - homophobic bullying guidance](#) 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.

Use school resources from the Hate Free Norfolk website. <http://www.hatefreenorfolk.com/>

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 the excellent clip on Same or Different Sesame street [Same or different web clip](#)

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

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](mailto: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, Alan Turing, Alexander the Great, Michelangelo, Leonardo da Vinci, Oscar Wilde, Tennessee Williams and Virginia Woolf. You may also want to see if children can generate a list of famous people who are LGBT who may be remembered in the future for their careers such as Tom Daley, Conchita Wurst, Boy George and Dusty Springfield.

**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 – BLAH For posters and leaflets go to <http://www.blahyouth.co.uk/about/> or [contact us](#) for any questions that you may have. Stonewall have good posters which can be displayed in the staff room – see [www.stonewall.org.uk](http://www.stonewall.org.uk)

### 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>)

### 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. The Teacher Report (2014) endorsed this with 9 out of 10 secondary and 7 out of 10 primary teachers confirming that they heard derogatory homophobic language used in school. More than half secondary teachers and 42% of primary teachers admit that they do not challenge it. <b>Our Norfolk survey on challenging homophobia (2014)</b> had 106 primary pupil responses. Asked how often they heard the phrases 'that's so gay' or 'you're so gay' in your school?, the majority of pupils (43.4%) indicated that this was 'occasionally (about once a month)' and 27.3% said 'Never'. Only 3% reported hearing this 'all the time (more than once a day)'. These results are encouraging but may not be typical of other Norfolk schools as all the schools taking part in the survey had attended Celebrating difference training and followed up with work in their schools. However 18.4% of pupils report that staff never challenge the inappropriate use of the word 'gay'.
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, Stonewall's The School Report (2012) and Teacher's Report (2014) and Healthy Schools 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. Norfolk statistics taken from the challenging homophobic language survey February 2014.

## 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://www.ellybarnes.com/primary/>

**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](mailto:rita.adair@norfolk.gov.uk)

**Storytelling Project on Homophobic Bullying – Calling out by Gripping Yarns** 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](mailto:simon@grippingyarns.co.uk) or 01763 838447

**Books** (please note that schools who belong to Norfolk’s School Library Service can request a box of project books on diversity issues such as challenging homophobia) For details of the School Library Service visit:  
[www.norfolk.gov.uk/sls](http://www.norfolk.gov.uk/sls) <https://twitter.com/NorfolkSLS> <http://norfolksls.wordpress.com> [www.facebook.com/NorfolkSchoolLibraryService](http://www.facebook.com/NorfolkSchoolLibraryService)

**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\*

**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.

**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.

**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 boosy 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

[Stonewall recommended books](#)

## **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 inspection guidance**

[Ofsted Inspection guidance 2015](#) The guidance details how inspectors will explore a school's response to challenging homophobia and transphobia (please note paragraphs 129, 130, 133, 134, 152, 165 and 174 in relation to meeting the needs of LGBT children and young people). In November 2014 the Department for Education published guidance which provides advice and information to maintained schools in respect of their duty to promote [British Values](#)

“Stand Up for Us” Challenging Homophobia in Schools. Available from [http://www.stonewall.org.uk/documents/Stand\\_up\\_for\\_us.pdf](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**

[NASUWT Prejudice related bullying & tackling homophobia](#)

NASUWT advice for LGBT members

[NASUWT Advice for LGBT members](#)

**Stonewall** [Stonewall primary resources](#) has a range of resources for schools, staff and young people including: The Teacher's Report – survey of 2000 staff on LGB issues (2014), 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](mailto: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 leading on the Stonewall Education Champions programme. For advice on how your school can celebrate difference and challenge homophobia including staff training contact Rita on [rita.adair@norfolk.gov.uk](mailto:rita.adair@norfolk.gov.uk) Tel: 01603 307567 or mobile: 07917 215202

**Keeley White, Vulnerable Groups Adviser** provides specialist advice and support in relation to vulnerable pupils/groups, safety and equalities and can be contacted on [keeley.white@norfolk.gov.uk](mailto:keeley.white@norfolk.gov.uk) . Tel: 01603 307794  
Mobile: 07876 038 246

**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](mailto:josiewells@nhs.net) or ring on 07771 383259

### **Norfolk LGBT Project and 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 as well as offering assemblies and class lessons where possible** For further details Fi Liew-Bedford, Manager Norfolk LGBT Project [fiona@norfolklgbtproject.co.uk](mailto:fiona@norfolklgbtproject.co.uk)

### **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](mailto:evolve@map.uk.net) or call 01603 252746 for further details

### **Hate Free Norfolk**

Hate Free Norfolk is a network of public and voluntary sector organisations, including schools, colleges and youth organisations, that work together to tackle hate, bullying and harassment in Norfolk. The website has a resources page especially for schools, The Network also has three Specialist Hate Crime Advocates covering the whole County who can support children and adults who are being bullied, harassed or experiencing hate crime. They are independent from the police and will try to help the victim or family deal with the issues they are facing. Further information at <http://www.hatefreenorfolk.com/>

### **Norfolk Constabulary**

To find out more about how Norfolk Constabulary can support work in your school, contact Julie Inns, Equality and Diversity Advisor - [innsj@norfolk.pnn.police.uk](mailto:innsj@norfolk.pnn.police.uk)

### **(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** programme <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 <http://www.ellybarnes.com/primary/>.

#### **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](mailto: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.

