

The Facts

- **Not only is homophobic and transphobic language against our school ethos and behaviour policy is it also illegal under the Equality Act.**

What the Equality Act says.



- Unfortunately some people still continue to use homophobic and transphobic language.

More than two in five LGBT learners in sixth form colleges (44 per cent) and half of LGBT learners in FE colleges (49 per cent) 'frequently' or 'often' hear homophobic language.

The Equality Act 2010 says you must not be discriminated against because:

- you are heterosexual, gay, lesbian or bisexual
- someone thinks you have a particular sexual orientation (this is known as discrimination by perception)
- you are connected to someone who has a particular sexual orientation (this is known as discrimination by association)
- In the Equality Act, sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit.

Poster Competition

TRANS*?
In school or college?
KNOW YOUR RIGHTS AT SCHOOL AND COLLEGE

* Trans = someone whose gender is different to the one they were given at birth. Trans is an umbrella term which can include people who identify as transgender, non-binary, no gender, gender-questioning etc.

YOU CAN use whatever name, pronoun, title you want	YOU DON'T need any documentation to prove it
YOU HAVE the right to be taken seriously	YOU DON'T have to undergo any changes, medical or social, to have these rights under the Equality Act 2010
YOU HAVE the right to decide who knows that you are trans, when you tell people and how to tell them	YOU DON'T have to deal with transphobic bullying. This is a hate crime and you can report it to school, college or the police
YOU HAVE the right to use whichever toilet you feel most comfortable using and to have equal access to a gender neutral toilet	If your school or college doesn't know answers to your questions, they should research the guidelines for what to do next
YOU HAVE the right to ask for support	

www.theproudtrust.org/resources/research-and-guidance-by-other-organisations/trans-inclusion-schools-toolkit

Young people: You can contact The Proud Trust if you feel that your rights are not being met by your school or college. We can also offer you 1-2-1 support, and tell you about your local LGBT youth groups.

School and college staff: You can access training on working with trans and gender variant young people through The Proud Trust. Contact us for information about how to best support all your students.

PROUD TRUST
home of LGBT+ youth | theproudtrust.org
190 US St London E1 6RQ | 020 7638 1111

LOTTERY FUNDED

GAY.
LET'S GET THE MEANING STRAIGHT.

- Lets work together to make Fairfield a place where no anti-LGBT+ language is used.
- Design a poster that can be used throughout the school to stop anti-LGBT+ language and encourage the correct use of LGBT+ language.
- Your poster can be created by hand or digitally.
- Submit your poster to Ms Cronin via email Ecronin@fairfield.excalibur.org.uk by 22nd February.
- The winning design(s) will be displayed in school.

SOME PEOPLE ARE TRAN GET OVER IT!
www.stonewall.org.uk

'THAT'S SO GAY.'
LET'S BE HONEST, IT'S PROBABLY NOT.

Gay. Let's get over it.
www.stonewall.org.uk [facebook.com/stonewalluk](https://www.facebook.com/stonewalluk)

Stonewall

IF BEING GAY IS A CHOICE, THEN WHEN DID YOU DECIDE TO BECOME STRAIGHT?

HUMAN RIGHTS

Some facts that might be useful for your poster

WHAT YOUNG PEOPLE SAY University of Cambridge research for Stonewall in The School Report (2017) found that:

- Over half of LGBT young people (53 per cent) don't feel there is an adult at school or college they can talk to about being LGBT.
- Three in five LGBT young people (60 per cent) don't have an adult to talk to at home.
- Two in five LGBT young people (40 per cent) have never been taught anything about LGBT issues at school.
- Two thirds of LGBT young people (66 per cent) say their school doesn't offer help to access resources that can support them.
- One in three trans young people (33 per cent) are not able to be known by their preferred name at school, while three in five (58 per cent) are not allowed to use the toilets they feel comfortable in.
- Nearly half of LGBT young people (45 per cent) – including 64 per cent of trans young people – are bullied for being LGBT at school or college.

It is important to recognise that different groups of LGBT children and young people may face different or additional barriers. Stonewall's School Report (2017) found that:

- One in three bi young people (35 per cent) are bullied at school for being LGBT.
- 57 per cent of non-binary young people are bullied for being LGBT.
- Disabled LGBT young people are more likely to deliberately harm themselves than non-disabled LGBT young people (80 per cent compared to 64 per cent).
- Black, Asian and minority ethnic (BAME) LGBT young people are more likely to have thought about taking their own life than white LGBT young people (79 per cent compared to 74 per cent).
- LGBT young people of faith are more likely to have tried to take their own life than those who aren't of faith (30 per cent compared to 25 per cent).

Useful links

- <https://www.justlikeus.org/about>
- <https://www.youtube.com/watch?v=bUjUZDrIA44&list=PL9-RZux3Bsq2CMhtWWzExO6gbiGYjSj2a>
- <https://www.stonewall.org.uk/about-us/news/lgbt-history-month-let%E2%80%99s-champion-inclusive-education-all>
- <https://www.theproudtrust.org/resources/resource-downloads/>
- <https://www.theproudtrust.org/resources/resource-downloads/glossary/>

LGBT+ Artists & Allies

- Watch the video in the link below to learn about some LGBT+ artists and allies.
- Hockney, Perry, Cahun, Moss and Warhol
- You could use one or more of the artists as inspiration for the poster competition.
- <https://www.tate.org.uk/kids/explore/kids-view/5-lgbtq-art-stories>

