

LGBT CHARTER

PARENTAL/CARER AWARENESS



@LgbtqFhs



@LGBTYS

WHAT IS THE LGBT YOUTH SCOTLAND SCHOOL CHARTER?

The LGBT Charter is a programme that enables our school to proactively improve LGBT inclusion for staff, learners and families through meeting set goals and standards set out by LGBT Youth Scotland. Our goal in undertaking this programme is to ensure all staff, parents/carers and young people are safe, supported and included.

We are working towards the **Silver** award through the Charter programme.

This journey towards achieving this award signifies to staff, pupils and guardians that Falkirk High School is a safe space for all learners.



LGBT YOUTH SCOTLAND – LGBT AWARENESS TRAINING

As part of the LGBT Charter programme many staff received LGBT Awareness Training to improve our knowledge and understanding of LGBT Terminology and the experiences of LGBT young people in schools.

This briefing is to provide parents, carers and young people with some of the information from that training so we can best uphold our school aims

#wearesupportive

#weareinclusive

#wearekind

#weareambitious



WORKING TOWARDS

[LGBTYOUTH.ORG.UK/THE-LGBT-CHARTER](https://lgbtyouth.org.uk/the-lgbt-charter)

LGBT

CHARTER



LGBT TERMINOLOGY

Sexual Orientation

Lesbian: A girl or woman who is emotionally and/or sexually attracted to other girls or women.

Gay: Someone who is emotionally and/or sexually attracted to people of the same gender. (People of any gender use this term).

Bisexual: A person who is emotionally and/or sexually attracted to more than one gender.

Pansexual: A person who is emotionally and/or sexually attracted towards people regardless of their sex or gender identity and/or attracted to all gender identities.



LGBT TERMINOLOGY

Sexual Orientation

Asexual: A person who may not experience sexual attraction. It may be considered a sexual orientation or the lack thereof. Can be used an umbrella term for asexual sub-identities.



Heterosexual: Someone who is emotionally and/or sexually attracted to people of the opposite gender. It is important that there are terms for opposite sex attraction to avoid using terms such as 'normal'.

LGBT+ Ally: This is not a sexual orientation but means a person who supports members of the LGBT community, supports equal rights for all LGBT people and actively challenges homophobia, biphobia and transphobia.



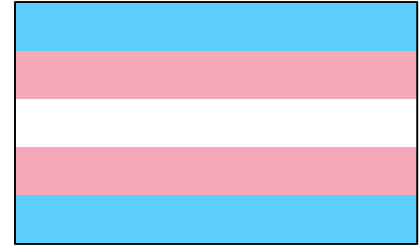
LGBT TERMINOLOGY

Gender Identity

Gender Identity: Refers to a person's innate sense of their own gender. This may or may not correspond to the sex assigned at birth. To better understand gender identity, it can be helpful to stop thinking of gender as 'binary' (composed of only 2 things), but as a much more complex and nuanced concept shaped by culture, society and history.



Transgender: An umbrella term for someone whose gender identity or expression differs in some way from the sex assigned to them at birth. Transgender is commonly shortened to Trans. A trans person does not need to have undergone medical surgery to identify as trans.



LGBT TERMINOLOGY

Gender Identity

Non-Binary: People who do not identify exclusively as male or female or fall into the 'gender binary'. Non-binary can be used as an umbrella term for other identities such as gender non-conforming, genderqueer, genderfluid. Some non-binary non binary people **may** use gender neutral pronouns such as they/them.



Cisgender: individuals who have a match between the sex they were assigned at birth, their bodies and their personal identity. By having a term for people whose gender identity matches their assigned sex at birth we can avoid using descriptions such as 'trans people' and 'normal people'. Instead we can talk about transgender (trans) people and cisgender (cis) people.

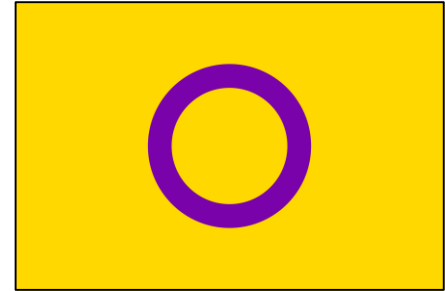


LGBT TERMINOLOGY

Queer: An umbrella term used for diverse sexual orientations or gender identities that are not heterosexual and do not fit within a gender binary.



Intersex: Someone whose biological sex is different in some way from what is traditionally considered clearly male or female. Intersex as a term does not sit under sexual orientation or gender identity. Intersex relates to biological characteristics of assigned sex rather than gender identity. There are many different ways to be intersex, it can be related to chromosomes, hormones or sex characteristics.



KEY POINTS

1. It is okay to make mistakes and be honest if you are not sure of certain terms, if a young person is identifying with a term you are unsure of ask what that term means to them. Definitions can help, but understanding what a word means to someone and how they use it is what's most important.
2. Identity cannot be assumed and you should not assume young peoples sexual orientation and gender. It's best to ask a young person the name they go by and pronouns they use.



KEY POINTS

3. Think about your language. Do you use gendered terminology in class such as 'Hello boys and girls'? Little changes can make a difference. Try using gender neutral terms when addressing groups of young people, such as 'folks' or 'everyone'.
4. Take your time, change does not happen overnight and it is important that the changes being made can be implemented long term. We are on a journey as a school and the Charter is here to support our work.



EXAMPLES OF LGBT INCLUSION FROM OUR SCHOOL

01 March 2022

Miss Gauthier 01/03 09:14

LGBT Schools Charter Survey

FHS Whole Staff We are about to begin the LGBT Schools Charter. Please take a couple of minutes to complete the survey below. Your answers will help

- decide which Schools Charter Mark award we should aim for
- identify key areas for our organisation's development, and
- highlight any support and information we will need when working through the LGBT Schools Charter Mark process

LGBT – Gathering Staff Training Needs



LGBT Terminology Quiz



Pride Stall

February 1st - February 28th 2022

LGBTQ+ HISTORY MONTH



SCAN ME

Scan QR for more info: LGBT Youth Scotland

February is LGBT History Month in the UK and recognises queer people throughout history, particularly those who have been prosecuted and erased.

Celebrating LGBT History Month

Purple Friday



The purple stripe in the Rainbow Flag, represents 'spirit'. Purple Friday is LGBT Youth Scotland's annual fundraising day.

By wearing Purple with your uniform and donate £1, Friday 25th Feb, you can help support and celebrate the spirit of the LGBTI community within Falkirk High School.



Celebrating LGBT Literature

RESOURCES

Resource

Description

[Involving Parents and Carers in LGBT Work](#)

Guidance for primary and secondary schools in involving parents/carers in LGBT inclusion work and creating an inclusive school community.

[Scottish Government LGBT Education Website](#)

A hub for LGBT inclusive education resources and included resources from LGBTYS, TIE, Scottish Government and many others.

[Supporting Transgender Pupils in Schools – Scottish Government Guidance for Schools](#)

Official guidance from the Scottish Government on how to best support transgender young people in education. It gives advice on how to support pupils and families, coming out, transphobic bullying and inclusion within the school environment.

SUPPORT FOR LGBT YOUNG PEOPLE

It is important that school staff and young people know what support is available for young people who might be after some advice or even just to connect with like minded young people.

The next few slides will cover support that is available in the school and more widely in Scotland.

1. LGBT Lunch Groups (S1-S3) and (S4-S6) see Miss Salvanou or Mr Wardop

2. **Youth Groups**

A number of LGBT+ youth groups run across Scotland, find your local youth group using this link - <https://www.lgbtyouth.org.uk/groups-and-support/find-local-youth-groups/>

SUPPORT FOR LGBT YOUNG PEOPLE

3. Digital Youth Work

LGBT Youth Scotland offer a wide variety of online support to young people.

This includes a digital chatline for young people (see image), a Discord server for youth groups for LGBT young people to connect and 1 to 1 online support sessions. Young people can use these services directly or a referral can be made by emailing: info@lgbtyouth.org.uk



SUPPORT FOR LGBT YOUNG PEOPLE

Many other organisations have useful information and helplines for LGBT+ young people:

- Time for Inclusive Education:

<https://www.tie.scot/>

- Stonewall Scotland:

<https://www.stonewallscotland.org.uk/>

-

Scottish Trans : <https://www.scottishtrans.org/community/>

- LGBT Health and Wellbeing: <http://lgbt-helpline-scotland.org.uk/>.

The LGBT Helpline is open **every Tuesday and Wednesday** between 12-9pm on 0300 123 2523.

- Mermaids: <https://mermaidsuk.org.uk/helpline-support-services/>.

The Mermaids helpline is for transgender and non-binary youth, up to and including the age of 25. **Helpline Open Monday to Friday, 9am to 9pm on 0808 801 0400**



This presentation has been co-created by



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