

L G B T Q +

Lesbian . Gay . Bisexual . Transgender . Q . Plus

Awareness Guide
questions and queries

Welcome

The aim of this awareness booklet is to help the educators in the way they support LGBT+ students. It offers an understanding on the who's, how's, dos and don'ts around the basic of LGBT+ issues.

The ideal outcome is the reduction of homophobic, biphobic, transphobic experiences in the educational environment.

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PRONOUNS

Pronouns are used in place of nouns referring to specific people or things, for example I, me, mine, you, yours, his, her, hers, we, they, or them.

One's gender can be communicated with the use of pronouns, so mistaking their pronouns mistakes their gender. Therefore, it's important to respect pronouns as it validates a person's identity.

Male	Female	Gender fluid	Bigender	Non - binary	Agender
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<i>He</i>	<i>She</i>	<i>They</i>	<i>They</i>	<i>They</i>	<i>They</i>
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<i>Him</i>	<i>Her</i>	<i>Them</i>	<i>Them</i>	<i>Them</i>	<i>Them</i>
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<i>His</i>	<i>Hers</i>	<i>Her / Him</i>	<i>She / He</i>	<i>Xi / Xim</i>	
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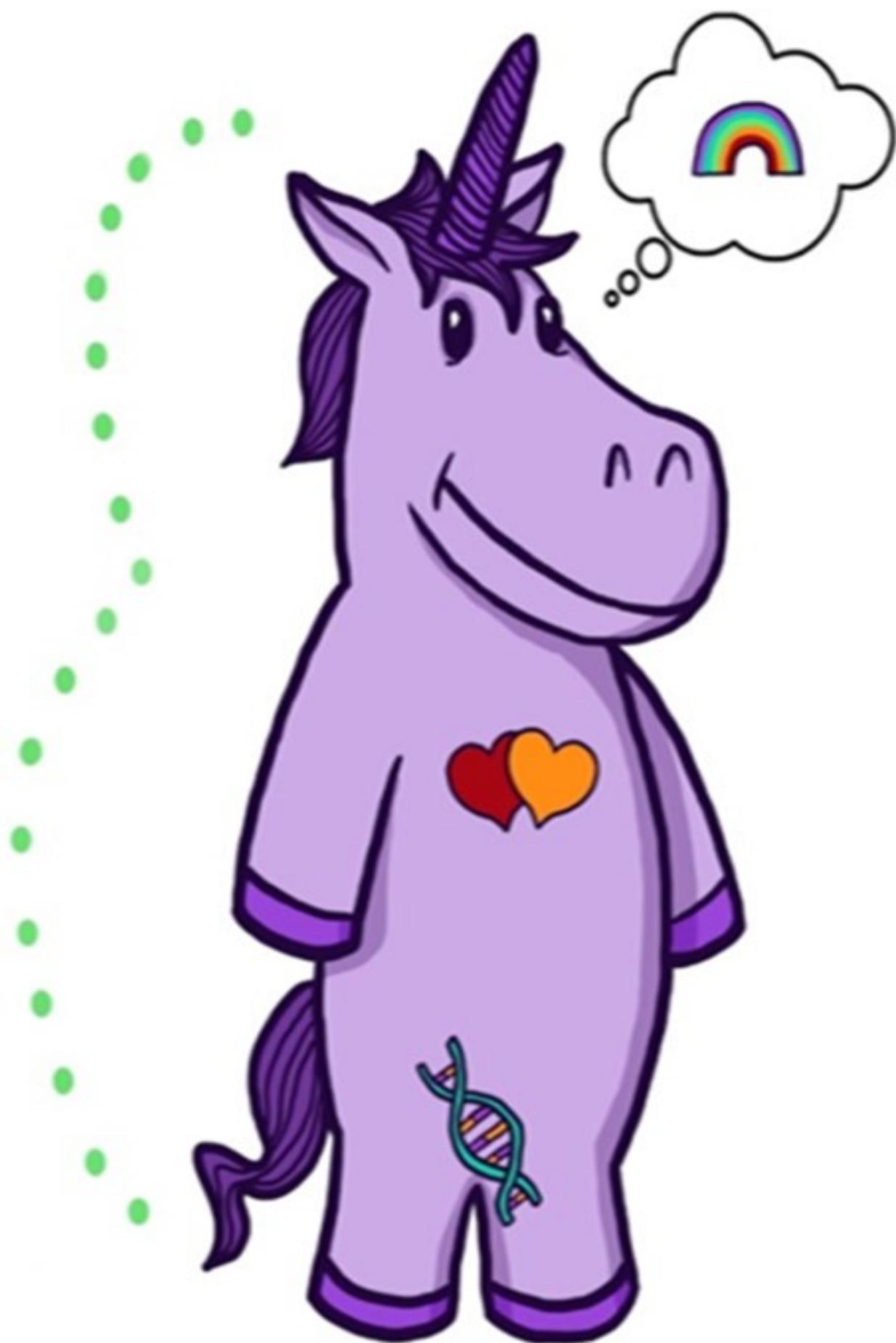
	<i>Xi / Xim</i>	<i>Xi / Xim</i>	<i>Other</i>
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IDENTITY

The infinite permeations of identity for LGBTQ+ people is often seen as a spectrum.

Sexuality – an attraction on a sexual/ romantic / emotional /physical / spiritual level	Gender - internal perception of an one's gender, and how we label ourselves, based on how much we align or don't align with what we understand our options for gender to be.
Lesbian - a woman who is attracted to other woman	Gender fluid - gender identity best described as a dynamic mix of male and female. A person who is gender fluid may always feel like a mix of the two traditional genders
Gay - a man who is attracted to other man	Non-binary - a term for many gender non-conforming or non-binary identities (e.G., Agender, bigender, genderfluid). A k a genderqueer
Bisexual - a person who is attracted to a man or woman	Cisgender - a person whose gender identity and biological sex assigned at birth align . a simple way to think about it is if a person is not transgender, they are cisgender. The word cisgender can also be shortened to "cis."
Asexual - experiencing little or no sexual attraction to others. Sometimes abbreviated to "ace."	Bigender - a person who fluctuates between traditionally "woman" and "man" gender-based behaviour and identities, identifying with both genders.
* Transsexual - a person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex.	* Transgender - a person who lives as a member of a gender other than that assigned at birth based on anatomical sex A trans* person can be straight, gay, bisexual, queer or pan.
Demisexual - little or no sexual attraction until a strong romantic or emotional connection is formed with another individual, often within a romantic relationship.	Agender - a person with no (or very little) connection to the traditional system of gender, who sees themselves as existing without gender. Sometimes called gender neutral, or genderless.
Pansexual - a person who experiences attraction for members of all gender identities/ expressions. Often shortened to "pan."	Queer* - an umbrella term to describe individuals who don't identify as straight. Also used to describe people who have a non-normative gender identity, or as a political affiliation.
Heterosexual - a person who is attracted to someone of the opposite binary gender.	* those marked with an asterix are explained in the acknowledgement section c

A VISUAL TOOL FOR EXPLAINING THE IDENTITY SPECTRUM
THE GENDER UNICORN



Gender Identity



Gender Expression/Presentation



Sex Assigned at Birth



Sexually Attracted To



Romantically/Emotionally Attracted To



GI = how someone see themselves

GE/ P = how someone expresses themselves to others

SA = how someone feels about others physical / sexual

RA/ E = how someone feels about other in relationship emotional

The Gender unicorn can be adapted to suit the needs of the students ie; can be a person shape. The discussions to have will be to differentiate Sexuality, Gender and Romantic / Emotional attraction.

The sliding scales are present for these areas with the exception of sex assigned at birth. As human beings we can identify along these scales either in fixed or fluid positions.

LGBTQ+ - BEING OUT

SOME TIPS FOR SUPPORTING PEOPLE COMING OUT ABOUT THEIR SEXUALITY OR GENDER IDENTITY.

1 You don't have to come out.

While many people find it's a great weight off their shoulders, others don't want to come out, seeing their sexuality as a completely private matter – so it's really up to you. Only come out when you feel comfortable and confident in doing so.

2 Coming out can be a really positive experience

It can feel liberating to be authentic with family, friends and colleagues. You can also be a positive role model to others around you who may be considering coming out.

3 Many people worry about other people's reactions.

Key concerns are that they won't be accepted or will be seen differently. So if someone comes out to you, one of the best ways to respond is to say, "I still feel exactly the same about you." It's also perfectly OK to say that you need time to process the information, but try to communicate at the same time that your feelings towards the person who has come out to you have not changed.

4 Worries and concerns may vary according to how old you are.

Younger people can be more concerned about reactions and acceptance among their peer group, and worry about whether or not they might be bullied. Older people may have different dilemmas. If you are coming out to your children, remember to remind them that you are still the same person, that you still love them and that you still feel the same way about them. If at all possible, get the support of your ex-partner and tell the children together.

5 Allow people to be shocked and to need time to take the news in –

Pick a quiet, calm time when you tell people, which will give you all time to talk about it. Remember that coming out may be more of a process than an event.

6 If family or friends react in a negative way

It won't necessarily be how they always feel. Give them time to get used to the news. First reactions aren't always lasting.

7 If you are really nervous about coming out to family or friends,

Consider writing them a letter telling them, then follow up with a phone call or visit. This allows the recipient time to get used to the news, but you still retain control of the situation.

8 Staying in control of the news should always remain with the person who is coming out.

So it's important to think about this when choosing how to do it. While you should use whichever medium you feel most comfortable with – face-to-face, phone call, text, email, social media – it's worth bearing in mind that some offer more privacy than others. If you don't want everyone to know at once, consider using more old-fashioned methods of communication. If you want to come out to one family member at a time, remember to tell them that as you share your news.

9 If you are not sure of how certain significant people in your life may react, it's a good idea to build a support network around you first.

This could mean coming out to one person whom you trust and are reasonably confident will be supportive. If necessary, have that person with you when you come out to others.

10 If you suspect someone you know is LGBT,

Remember that you **cannot** – and should not – force them to come out, but you can foster an environment where the person feels supported and safe to do so.



GENDERED TOILETS

Some key points around the toilets in schools, or education settings, it would be ideal if there were gender neutral toilets and these are some reasons to remember why....

- Toilets are often in unsafe /or in out of the way locations = potential harm for the trans student from abuse or attack.
- Transgender students become uncomfortable when choosing which loo to use = potential conflict with other students who do not understand
- Transgender students can feel judgement from peers if they do use the *wrong* toilet = potential humiliation or ridicule from other students who do not accept the persons identity.
- Non-binary students can also feel uncomfortable using gendered toilets.

Generally speaking, these potentially difficult situations can be avoided when the toilets are gender neutral as in a home.

Having support at school and acknowledging a student's right to use the bathroom consistent with their Gender identity is critical. A negative school experience not only hinders a Transgender student's academic achievement and growth, but can also interfere with their long-term health and well-being.

75.1%

Of transgender students feel unsafe in school because of their gender expression

63.4 %

of transgender students reported avoiding bathrooms

MYTHS AND RESPONSES

•Q – If you are gay does that mean you are attracted to all men?

•A – No – *I may be attracted to men, but it's personal preference about who I find attractive*

•Q – Is it a phase?

•A – ***This is who I am, who I feel like. This is none of your business!***

•Q – if you are pan does that mean you are attracted to animal / objects?

•A – *No I am attracted to people regardless of gender identity or sexuality identifying as 'pansexual', in a nutshell, means your emotional, romantic and/or sexual attraction towards another person isn't limited by biological sex, gender or gender identity.*

•Q – You are ace does that mean you are 'plant'?

•A – *No I'm human and do not experience romantic/sexual attractions*

•Q – If you are gay you can't be religious can you?

•A - *My sexuality does not affect my faith and my 'god' is on my side.*

•Q- Who is the man and who is the woman in your relationship?

•A - . *Same sex relationships come in different shapes and sizes. Some people may display attributes or take on responsibilities typically associated with what it means to be 'male' or 'female' but others won't. These associations are heteronormative and do not always apply to a LGBTQ relationship.*

•Q - Are bisexual people are greedy and/ or they can't make up their minds?

•A - *This is an out-and-out no, and a biphobic assumption to hold. Being attracted to more than one gender doesn't make someone 'greedy', or imply that they plan on dating more than one person at a time. For bi and pansexual people, part of this openness is the genders they're attracted to. It doesn't mean they're confused or undecided.*

•Q - Does being trans mean you just date other trans people?

•A - *Someone's gender identity, before, during or after transition, doesn't make a difference. People in the trans community come in all shapes and sizes. Some trans people are lesbian, gay and bisexual, in the same way that some are straight. Trans people don't only date other trans people, like people with blue eyes don't only date other people with blue eyes!*

LGBT people are present across all communities within society – there are lesbian, gay, bisexual and trans people who are also: Senior citizens . People of colour and /or black, Asian and minority ethnic (BAME) . Disabled people . People of faith . Young people . 'intersectionality' – a term which describes how someone can experience multiple forms of discrimination.

CONFIDENTLY CALLING OUT BULLYING

Here are some sexuality and gender specific discriminatory language often heard in school settings and phrases to challenge these constructively.

Identity targeted	Negative phrase	Positive response
Lesbian	Dyke	This word is an identity used by some lesbians – don't make it a slur.
	Queer	Using this word when you are intending to hurt someone is bullying.
	Lezzer/ lesbo	If you mean Lesbian – it's not an insult, it's a sexuality.
Gay	Faggot/ Fag	Do you mean meat balls or cigarettes? I don't smoke!
	SOO Gay	Is it really? If you mean its rubbish say rubbish. Gay does not = bad.
	Batty man/boy	Do you know what that means? These words are harmful and not okay to use.
Bisexual	Queer	Saying that to be insulting to LGBT people is bullying and there's no place for that here.
	Switcher/mixed up	Most people who are Bi are attracted to 2 genders, and are not confused or promiscuous .
	Poof	Is this something you rest your feet on?
Transgender	Tranny	Being transgender is another identity, check peoples preferred term, don't make it an insult.
	He /She - It/That	Your identity comes from your brain /mind, not your body parts. Asking what pronoun they use is a better conversation.
	Gender Bender	This doesn't make sense. Bent like a rainbow? Explain it to me ...

BRINGING LGBT+ RELATIONSHIPS INTO PHSE

- ▲ Discussion around different families via books and videos and presentations.
- ▲ More Training and guidance to all school staff.
- ▲ Earlier PSHE for year 7 in discussing relationships and diversity.
- ▲ Teachers who either identify as LGBT+ or have extensive knowledge to deliver PHSE lessons that are inclusive.
- ▲ Be open to resources and outside organisations with expertise, inviting specialist in to discuss personal experiences and representation.
- ▲ Discuss trans inclusive puberty education.
- ▲ Look at BME LGBTQ+ role models and international views.
- ▲ Have clear anti-bullying policies display with consequence for discrimination..
- ▲ Explain the difference between banter and abusive language.
- ▲ Discuss relevant issues e.g ‘coming out’ and concerns around this.
- ▲ Displaying positive images of LGBT+ relationships.
- ▲ Consistency through the curriculum for representation of LGBT+ people in the all the other subjects too.
- ▲ Challenging negative views in the lessons and use our booklet
- ▲ Good signposting and support services.

HELPLINES AND SUPPORT GROUPS TO SIGNPOST

	WEBSITE	CONTACT NUMBER
CAMPAIGNING / EDUCATIONAL	Stonewall www.stonewall.org.uk	020 7593 1850 info@stonewall.org.uk
	LGBT Bristol www.lgbtbristol.org.uk	07804 945 849 sarah@lgbtbristol.org.uk
BULLYING	www.intercomtrust.org.uk/bullying	01392 20 10 15 General Office telephone:
	www.eachaction.org – Education Action Challenging Homophobia	0117 946 7607 director@eachaction.org.uk
	National number	Young people's Helpline: 0808 1000 143
COUNSELLING / MENTAL HEALTH	Mind www.mind.org.uk	0300 1233393 01179800381
	www.bristolmind.org.uk	mindline@bristolmind.org.uk
	www.youngminds.org.uk/	Parents Helpline: 0808 802 5544
	Young People's Health	0117 922 3747
YOUTH	OTR – Freedom Youth www.otrbristol.org.uk	07496965262 lgbtq@otrbristol.org.uk
	www.diversitytrust.org.uk	0844 800 4425 info@diversitytrust.org.uk
	www.queeryouth.org.uk	info@queeryouth.org.uk
LESBIAN GAY BISEXUAL	Lesbian LGBT Bristol	lgbtbristol.org.uk/lesbian/
	Gay Men LGBT Bristol	lgbtbristol.org.uk/gay-men/
	www.bivisiblebristol.co.uk	bivisiblebristol@yahoo.co.uk
	www.outbristol.co.uk	Out Bristol On-line Magazine
TRANSGENDER / NON-BINARY	www.genderedintelligence.co.uk	0207 832 5848
	www.mermaidsuk.org.uk	0844 3340550
	www.gendertrust.org.uk	01527 894838 info@gendertrust.org.uk

BOOKS FOR SCHOOLS

If you feel inspired to revitalise your school's library, below is a list of 20 LGBT fictional texts to get you started:

1. <i>Will Grayson, Will Grayson</i> by John Green and David Levithan	2. <i>Boy Meets Boy</i> by David Levithan
3. <i>Annie on my Mind</i> by Nancy Garden	4. <i>Simon vs the Homo Sapiens Agenda</i> by Becky Albertalli
5. <i>Carry On</i> by Rainbow Rowell	6. <i>The Art of Being Normal</i> by Lisa Williamson
7. <i>Openly Straight</i> by Bill Konigsberg	8. <i>Being Emily</i> by Rachel Gold
9. <i>Fan Art</i> by Sarah Tregay	10. <i>Adam</i> by Ariel Schrag
11. <i>Lies My Girlfriend Told Me</i> by Julie Anne Peters	12. <i>Aristotle and Dante Discover the Secrets of the Universe</i> by Benjamin Alire Sáenz
13. <i>Hero</i> by Perry Moore	14. <i>I'll Give You the Sun</i> by Jandy Nelson
15. <i>Her Name is James</i> by CJ Heath	16. <i>The Miseducation of Cameron Post</i> by Emily M Danforth
17. <i>The Difference Between You and Me</i> by Madeleine George	18. <i>True Letters From a Fictional Life</i> by Kenneth Logan
19. <i>What They Always Tell Us</i> by Martin Wilson	20. <i>Becoming Chloe</i> by Catherine Ryan Hyde

b *Laura Tsabet* is assistant head of English at Redbridge Community School in Southampton Offers a list of fabulous LGBT themed fiction for students and school libraries.

The shelves of school libraries are sadly lacking in LGBT literature. If that remains the case, then pupils who want to know more about LGBT issues will be forced to go online – and we should be wary of the information they will find there.

The majority of school libraries have either a very limited selection of LGBT texts, or none at all.

Perhaps LGBT fiction is absent in school libraries because it is still largely – and unfortunately – absent in many of our stockists and bookshops. School libraries obtain a vast amount of their texts from school library services; these services provide a filtered assortment of books that are appropriate for school-age children.

It doesn't need to be controversial; it just needs to be present.

We need to provide all of our students with the opportunity to understand and empathise with others. If a student, regardless of their sexuality, wants to know more about LGBT issues, and the school library is significantly lacking in this area, where will they go to look? Some may be too shy or embarrassed to approach an adult, and, as educators, we should be wary of the information available to them on the internet. A well-chosen library book provides information in a subtle and safe way; we can select those that will be most beneficial to our students.

If we judiciously select LGBT fiction for our school libraries, we can provide our students with inspirational role models and the platform for understanding and accepting their own and other's sexuality.

ACKNOWLEDGEMENTS

- a. Kind permission to reprint – the gender unicorn by TSER – Trans Student Educational Resource
- b. LGBT+ school library book list by Laura Tsabet
- c.* Definitions

*QUEER has been used to bully, dehumanize, and harass LGBTQ people for decades. Though the derogatory use of the word hasn't disappeared completely, QUEER has been reclaimed by many in the community who wish to have a more fluid and open way to identify their sexual and gender orientations.

According to Brian Lewis, whose book *British Queer History* was published in 2013, the word “queer” today has three primary uses.

He explains: “Queer’ =

- as an act of reclamation from homophobes;
- as an umbrella term for the micro divisions of the LGBT+ community;
- and as a marker of sexual fluidity in opposition to heterosexual and homosexual binaries and identities.”

* Definition	Medical /Social conditions	Sexual Orientation
* Transgender - An umbrella term that refers to a person with identities that cross over/move between/ challenge the socially constructed border between the genders.	Can include medical and social transition, it may not	Typically not relevant. Therefore transgender people can be straight, gay, lesbian, bisexual, asexual, pansexual, etc..
*Transexual – A term refers to a person who does not identify with the sex they were assigned at birth and wishes, whether successful or not to realign their gender and their sex through use of medical intervention	Often, if available to the person, however it completely depends on the person. Medical or surgical intervention to align ones gender and sex aids in feelings of dysphoria	Typically not relevant. Therefore transgender people can be straight, gay, lesbian, bisexual, asexual, pansexual, etc..
Additional conditions	Due to societal pressure to conform, some transgender and transexual people can experience depression, anxiety, panic, substance abuse issues, suicidal ideations and / or social isolation.	



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Off the Record – Freedom Youth

Diversity Trust

Unity Youth Forum - BCC

Listening Partnership – Wecil

Bristol City Youth Council – BCC

Safeguarding Education Team - BCC

Bristol Brunel Academy

Creative Youth Network

Just Like Us - BSU

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