



# Covering LGBTQ+

**Personal, Social, Health & Economic Education**

For a child to thrive, school should be a place where everyone feels that they, and their family are valued and where the environment reflects the world in which they are growing up. We are all living in an increasingly diverse society and today's children are likely to have experiences of LGBTQ+ within their own families, friends and through what they see on social media.

To reflect this, as part of the statutory guidance, all schools, primary and secondary, must ensure that the *'needs of all pupils are appropriately met, and that all pupils understand the importance of equality and respect.'* This includes *'teaching about different families, which can include for example: single parent families, LGBT parents and carers, families headed by grandparents, adoptive parents, foster parent/carers amongst other structure.'*

Schools also have a duty under Equality Act 2010 to ensure that no child is discriminated against because of their protected characteristic. This includes pro-actively and appropriately addressing homophobic, transphobic and biphobic bullying (HTB). For further information about the act, the Department for Education have produced guidance for schools to support classroom delivery which can be downloaded via this link [The Equality Act - Advice for Schools](#).

Equality and diversity will be a key measure as part of an Ofsted visit. The inspector will measure schools on their approach to equality and diversity by not only considering whether the environment is inclusive, but also on the pupils' understanding of protected characteristics and how they learn about it at school. If a school is unable to demonstrate how they develop pupil understanding and awareness of protected characteristics, they are unlikely to receive an 'outstanding' at inspection.

### **What does this mean for you as a teacher?**

Inclusivity is much more than just teaching about different families as part of an RHE lesson. It should be an overarching, fundamental ethos which ensures that your school is representative of all pupils and their families. This intention should be reflected within your RSE policy, which should not only describe the school's obligation under the Equality act, but also outline how staff will be expected to promote an inclusive, supportive, and embracing learning environment.

The statutory guidance is also clear that teaching about LGBTQ+ should not be a stand-alone lesson but should be integrated into the curriculum, sensitively and in an age-appropriate manner. This means planning and delivering your lessons in a way that ensures that every child in the classroom recognises themselves in the content and it is delivered in a way where every child feels safe and confident to participate.

1decision has been specifically designed to encourage children to explore this topic by subtly threading inclusivity throughout the programme. Teachers then have the autonomy to expand on the content, dependent on the needs of the pupil cohort.

There are many other things that you can do to promote inclusivity in your school, from displaying posters reflecting a range of diverse images, to including storybooks that talk about same sex parents or challenge gender stereotypes. Be mindful of the language that you use, for example, when talking about marriage remember to include same sex couples and avoid talking about 'boyfriends' and 'girlfriends'. Consider using the term 'partner' instead. Use language that allows children to talk about their home life by asking about their parents and carers rather than their 'mum' or 'dad.'

For more information about how to be an LGBTQ+ inclusive primary school, Stonewall have produced a helpful guide, which can be downloaded from:

[Stonewall - Getting Started Toolkit - Primary](#)

Or, for early years and foundation stage: [Stonewall - Getting Started Toolkit - Early Years and Foundation Stage](#)

## **Talking with parents**

You may have seen on television, or read in the press, that some parents have objected to the inclusion of LGBTQ+ in the statutory curriculum. This may increase your anxiety about parental opposition in your school. This is an occasion where parental consultation/involvement in the RHE curriculum is vital.

Confrontation is often borne out of a lack of understanding or misconceptions about how the topic will be taught. Parents need to understand how inclusivity and diversity are embedded in the teaching and learning and that this forms an integral part of statutory relationships education. This means that parents do not have the right to withdraw their child from lessons on these grounds. This should be clearly outlined in your RSE policy.

## **LGBTQ+ Terminology**

The world in which children are growing up is becoming increasingly more diverse, and in your school you will have pupils from different ethnicities, cultures, faiths, families, sexualities, and genders identities. It is vitally important that all children see themselves and their families represented in what they learn, in the resources that support your curriculum, and the language that you use.

In this guide we will explain some of the LGBTQ+ definitions you may or may not be familiar with which will support you to feel more confident to use the correct terminology to promote inclusion, understanding and acceptance.

You may also have heard children using some of these terms as part of 'banter' or in a derogatory way. The likelihood is that they will have heard them from their peer group or social media or even from the adults around them. They most probably are not aware of the meaning of the words they are using and the hurt that they can cause.

Sexuality is a wide spectrum (which is not fixed for everyone), so when exploring topics including the changing adolescent body and relationships, including sexual attraction, it is important that you are clear that not everyone will fit neatly into the binary definitions of straight or gay. For those children who are struggling to identify their sexuality encourage them to instigate a dialogue with a trusted adult and ensure that you are aware of safe organisations you can refer them to for additional and ongoing support.

It may be helpful to start with exploring the acronym LGBTQ+. The term LGBT has been used since the 90's and stands for lesbian, gay, bisexual and transgender. In more recent years, to ensure inclusivity the letters Q and plus were added. 'Q' can mean queer or questioning whilst the plus reflects other sexualities including pansexual and asexual. We will explore these terms in more detail within the glossary.

<b>Agender</b>	A similar term to non-binary and gender queer, this term is used by a person who does not identify with a particular gender.
<b>Androgynous</b>	This term is associated with someone who is partly male and partly female. This word tends to refer to outward appearance.
<b>Ally</b>	<p>An ally is someone who believes and fights for equality for the LGBTQ+ community without necessarily being LGBTQ+ themselves.</p> <p>An ally:</p> <ul style="list-style-type: none"> <li>• Familiarises themselves with the language</li> <li>• Understands the challenges that LGBTQ+ people face in the UK today.</li> <li>• Shows support and becomes involved in the LGBTQ+ community.</li> <li>• Stands up for what you believe in and challenge discrimination.</li> </ul> <p>For more information about how you and members of your school can be an ally, visit <a href="#">Stonewall</a>.</p>
<b>Aromantic</b>	This term describes a person who is not attracted to someone romantically. Some aromantic people do experience sexual attraction whilst others do not.
<b>Asexual</b>	Asexuality, like sexuality can be on a spectrum and it can change over time. An asexual person (sometimes referring to themselves as 'ace' for short), does not experience sexual attraction and may have little interest in sex. They may however, experience physical or romantic attraction to a person of their own or opposite gender. This term is not the same as abstinence or celibacy.
<b>Binding</b>	Chest binding is the practice of using material to tightly compress the breast tissue. This is practiced by people who do not want their chest to have a feminine appearance.
<b>Bisexual</b>	Bisexuality is when a person is sexually and/or romantically attracted to males or females. You may also have heard the term bicurious. This is where a person predominantly has sex with one gender but is curious about having sex with another.
<b>Biphobia</b>	Biphobia is a form of homophobia targeted against someone who is or perceived to be bisexual.
<b>Cisgender or Cis</b>	<p>A cisgender person is one whose gender is aligned to that assigned to them at birth.</p> <p>Underneath the umbrella term of cisgender, you may see the following gender options:</p> <ul style="list-style-type: none"> <li>• A cisgender or cis female/woman is a female who was born a female and identifies as a female or woman.</li> <li>• A cisgender or cis male/man is a man who was born a male and identifies as man or male.</li> </ul>
<b>Deadnaming</b>	<p>To deadname someone is to refer to them by the name they used before transitioning i.e., their birth name. Deadnaming someone intentionally is considered highly disrespectful and can have significant impact on their emotional health.</p> <p>If you have a child in your school that has transitioned and you accidentally deadname them, apologise, (without over apologising), recognise your mistake and move quickly on.</p>
<b>Female to male or FTM</b>	This term applies to someone who was assigned female at birth but now identifies as a male. Also known as transgender male.
<b>Gay</b>	This term is used to describe a sexual orientation. It is most commonly used to describe sexual attraction between men, although in recent years it has also been more widely used to describe people attracted to members of the same sex.

<b>Gender</b>	Gender is often referred to in terms of masculine or feminine and is largely assumed from the sex assigned at birth. The WHO defines gender as a social construct.
<b>Gender dysphoria</b>	Used to describe when someone feels distressed because there is a mismatch between the sex they were assigned at birth and their gender identity. This distress, often severe, can begin in early childhood often becoming more pronounced as they approach puberty.
<b>Gender expression</b>	Refers to how a person outwardly presents their gender, e.g., through what they wear, how they speak or how they act.
<b>Gender fluid</b>	Someone who is gender fluid does not identify themselves as having a fixed gender.
<b>Gender non-conforming</b>	A person may describe themselves as gender non-conforming. This means that they do not conform to the gender expectations that are seen as the social norm for their gender. This may be in expression, presentation, or behaviour.
<b>Gender queer</b> (sometimes identified as non-binary)	A gender queer person does not identify with conventional gender definitions. They may identify with neither, both or a combination of male and female genders.
<b>Gender identity</b>	The term gender identity describes the way a person internally feels about their own gender, i.e., how they feel inside about their gender. They may identify as a man, a woman, both, neither, or in another way.
<b>Gender Questioning</b>	When someone is exploring their gender identity and/or sexual orientation.
<b>Gender re-assignment</b>	Gender re-assignment is a protected characteristic under the 2010 Equality Act. Gender re-assignment can be used to denote a person's transition, usually meaning that they have undergone a surgical procedure, but not always. It can also mean that someone has changed their name, their preferred pronoun, and/or is dressing and living in their self-identified gender.
<b>Gender Recognition Certificate (GRC)</b>	To be issued with a new birth certificate a trans person will need to be issued with a GRC. You have to be over 18 before you can apply. NB: you do not need a GRC to legally change your gender on your passport.
<b>Gender variant</b>	Like gender non-conforming. This person's behaviour, or gender expression does not conform to the societal norms expected of a male or female gender.
<b>Intersex</b>	There are over 40 medical terms under the intersex umbrella. An intersex person is one who is born with a reproductive and/or sexual anatomy that does not fit within the definition of male or female sexes. NB Currently in the UK, parents are required by law to register a birth within six weeks, stating the gender of the child. This can lead to distress if the child does not identify later in their life with the gender stated at birth.
<b>Male to female or MTF</b>	This term applies to someone who was assigned the gender male at birth but now identifies as female.
<b>Neutrois</b>	A person who identifies as neutrois does not recognise any specific gender identity or is gender neutral.

<b>Lesbian</b>	This is a term used to describe a woman who is romantically/sexually attracted towards women.
<b>Non-binary</b> (sometimes identified as gender queer)	A person who is gender binary does not identify as having a gender identity that is either male or female. It is also an umbrella term used to cover other genders, e.g., bigender, gender queer, gender fluid and pangender.
<b>Other</b>	This term means different things to different people. Where societally gender has historically fallen within the parameters of male and female, the term other denotes a gender which falls outside of these parameters.
<b>Outing</b>	This term means different things to different people. Where societally gender has historically fallen within the parameters of male and female, the term other denotes a gender which falls outside of these parameters.
<b>Pangender or pan gendered</b>	This is an inclusive word for all genders and can be used to describe someone whose gender identity is not limited to one gender or may identify with many genders at the same time.
<b>Pansexual</b>	This is where someone's sexual or romantic attraction is not restricted to sex or gender. A person who is pansexual may identify with all genders.
<b>Pronouns</b>	Pronouns are words we use to refer to someone's gender when in conversation i.e., him, her, he, she. Some people, including those children who are transgender or non-binary may choose to be addressed using a gender-neutral pronoun, e.g., 'they', 'them,' or 'theirs', or ones you may not have heard of, 'ze,' 'zem' 'zirs,' and 'xe,' 'xem,' and 'exir.'
<b>Queer or gender queer</b>	In the past this word was sometimes used in a derogatory way, but it has now been reclaimed by the LGBTQ+ community. This word can describe someone who does not fit in the traditional categories and rejects specific labels associated with gender and sexual orientation.
<b>Trans*</b>	<p>You may see the word trans followed by an asterisk e.g., trans woman* transman*.</p> <p>Believed to have started in the 1990's as an umbrella term to cover a wide range of identities that do not fall within the terms of transgender or transexual.</p> <p>Previously it was added as a wildcard when used in a Boolean search where trans* would illicit any words starting with trans.</p> <p>It can also connote other identities that do not include the prefix 'trans' e.g., agender, gender fluid, bigender and crossdresser.</p> <p>Using the asterisk is falling out of favour with the LGBTQ+ community with some people believing that the asterisk has many uses in the English language including being used to denote a footnote.</p>

<p><b>Trans, transgender and trans person</b></p>	<p>Trans is an umbrella term for those people whose gender identity is not the same as that assigned to them at birth. It can refer to someone who identify as neither male or female, a mix of the two or changes from male or female.</p> <p>Some people change their expressions, clothes, or lifestyles to reflect their chosen gender, whilst others may take hormones or have surgery. Being trans does not imply any specific sexual orientation. Trans people may describe themselves using a variety of terms including:</p> <ul style="list-style-type: none"> <li>• Transman – a man who was assigned as female at birth.</li> <li>• Transwomen – a woman who was assigned male at birth.</li> </ul>
<p><b>Transexual</b></p>	<p>This term is broadly used in the same context as transgender. Previously a more medical term like homosexual. Many LGBTQ+ people find the term offensive and outdated. It should not be used to refer to a person unless they specifically ask you to do so.</p>
<p><b>Transitioning</b></p>	<p>This term describes the journey that a trans person may take to live in the gender they identify with. Some trans people may choose to have a medical intervention, which can include hormone therapy or surgery but not all trans people choose to go down this route.</p>
<p><b>Two spirit</b></p>	<p>This is an umbrella term which was traditionally used by Native American communities to refer to an individual whose spirit is a blend of male and female. Recently claimed by some of the native American LGBTQ+ communities as an alternative to western labels.</p>