

8. Seek support:

Find out who is available to support you and the young person. Possible sources of support include Connexions Personal Advisers, School Nurses and Targeted Youth Support Workers. You can contact GALYIC for help and advice on **07765 361 590** or email **getintouch@galyic.org.uk** – to find out what support GALYIC can offer.

9. Refer to GALYIC:

Support the young person to contact GALYIC; this may be very daunting for them. Support could involve helping them to make initial contact with GALYIC or even accompanying them to the weekly GALYIC drop-in at Halifax Connexions, Alexandra Street, Halifax or arranging for the Targeted Youth support Worker to accompany them. Alternatively, the GALYIC Crisis Intervention Worker could attend your school to meet the young person.

10. Whole school approach to LGBT issues:

Within schools and FE colleges the Leadership Team need to consider what provision is in place for both LGBT staff and students. This could include planning for LGBT History Month (February), considering how LGBT awareness is delivered through the PSHE & Citizenship curriculum, including LGBT issues within sex and relationship education and helping LGBT young people to stay safe on line and when out and about.

Ensure staff (both teaching and pastoral) have access to CPD opportunities and training in terms of supporting LGBT young people and challenging homophobia. Openly LGBT staff can be important role models but any member of staff, regardless of their sexual orientation, can be a great role model by talking openly and positively about LGBT issues, using materials which celebrate diversity and challenges homophobia.

For more information contact:

Veronica Mellor
Safeguarding Consultant

Heath Training and
Development Centre,
Free School Lane,
Halifax, HX1 2PT

Tel: **01422 394108**
Email: **veronica.mellor@calderdale.gov.uk**

GALYIC

Tel: **07765 361 590**
Email: **getintouch@galyic.org.uk**

Calderdale
Council



GALYIC
GAY AND LESBIAN YOUTH IN CALDERDALE



10 Ways to Support LGBT Young People in Education

A Guide for Staff

Introduction:

More and more young people are coming out as lesbian, gay, bisexual or transgender (LGBT) whilst still in education. Many are isolated and without support from friends or family and experience homophobic bullying, making the coming out process more difficult, leaving young people highly vulnerable to emotional and physical harm.

Schools and FE Colleges have a statutory duty to safeguard and protect the welfare of pupils, which includes supporting LGBT young people to succeed in their education and develop into young adults with a positive self esteem.

The new coalition government have stated, “...As part of our drive to promote good behaviour in schools, we will ensure schools can effectively tackle bad behaviour and bullying with a particular focus on identifying and tackling homophobic and transphobic bullying. The new public sector Equality Duty included in the Equality Act 2010 would require schools to consider how to focus on this issue....[and] places new duties on public bodies to actively tackle discrimination and harassment against LGB and T people and to consider their needs when designing and delivering services.” The Equality Act became law in October 2010, the public sector Equality Duty in April 2011.

1. Challenge homophobia, homophobic language and bullying:

Homophobia is a dislike or fear of someone who is lesbian, gay, bisexual or transgender (LGBT). At its most benign it involves passive resentment of LGBT men and women. In its most destructive form it involves active victimisation. Such attitudes can also affect anyone who is perceived to be homosexual or who does not conform to stereotypical standards of masculine and feminine behaviour.

We have a responsibility to challenge any colleagues or pupils who make homophobic comments or act in an unsupportive way. Homophobic language and bullying is harassment and therefore must be challenged, through the curriculum, policies and procedures.

2. Creating a positive LGBT environment and ethos:

Reinforce your commitment to supporting LGBT young people by letting students know that your school rejects homophobia on all levels and that staff and pupils will collectively challenge homophobic incidents and language.

Provide a positive message about LGBT issues by displaying your anti-harassment policy and procedures, provide positive images of LGBT young people, ensure books, videos and DVD's include LGBT characters. Provide access to resources and information by displaying leaflets and posters. Use the non-statutory PSHE curriculum to challenge homophobia and you can invite GALYIC to give a presentation about issues facing LGBT young people.

Ensure your school's prospectus sets out your commitment to challenging homophobic language and behaviour and your commitment to supporting LGBT students.

3. Listen:

If a young person confides in you remember it is a courageous step they are taking. They are asking YOU for support. This means that they want your help and support, perhaps because they feel it is unlikely they will get support at home. They are likely to feel anxious that you will reject them and not accept them for who they are. It is imperative that you respond positively. You do not have to say much. Just listen and positively accept what they are saying.

4. Respect:

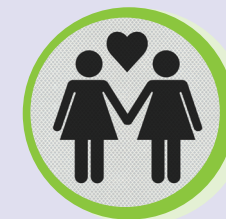
They have probably been trying to deal with/accept their emerging sexual orientation/gender identity for a long time - they have probably been thinking about it for weeks, months or even years. They are putting their trust in you not to reject them. You should feel honoured that they have chosen you to confide in.

5. Accept:

What the young person is saying. It is important not to respond with comments like "You are too young" or "It is just a phase everyone goes through - you'll grow out of it."

6. Confidentiality:

Ensure that you treat the information as confidential and let the young person know that. The only time you would need to breach this is if the young person is placing themselves at risk or they are being sexually exploited, then both the School's and Calderdale Safeguarding Children Board safeguarding procedures should be implemented co-ordinated by the Designated Senior Person for Child Protection.



You do NOT need to inform their parents. Informing parents can in certain circumstances place young people at significant risk especially if there is cultural or religious opposition to LGBT issues or parents/carers have difficulty accepting that their child could be LGBT. The Frazer guidelines are just as applicable in this situation as heterosexual young people engaging in sexual activity.

7. Information:

The GALYIC website: www.galyic.org.uk has comprehensive resources, including information specifically for young people, parents and carers and professionals.

Topics covered include the different services GALYIC offers, as well as Bullying, Coming Out, Health and Housing. There are links to other resources as well as materials that can be down-loaded, for example, the Bullying section includes leaflets for young people on how to respond to homophobic bullying as well as leaflets for parents/carers and professionals on how to support young people who are being bullied. There is also one for Heads on how to tackle it within school. The website also provides links to organisations providing resources and support including Stonewall and Schools Out.

