

# Further Education for All – Preventing and tackling homophobic bullying and celebrating difference

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Stonewall



## What is Stonewall?



**At Home:** Age of consent, civil partnerships, parenting, health, immigration etc.



**At School:** Education for All campaign - Homophobic bullying



**At Work:** Workplace equality, Diversity Champions programme, Starting Out guide

## Education for All

- National campaign tackling homophobia and homophobic bullying in schools across Britain
- Education for All coalition of over 70 organisations
- Education Champions
- School Champions
- College Champions
- Work with young people
- Resources and guidance
- Education for All Conference – 5 July 2013

## The School Report

- **More than half** (55 per cent) of lesbian, gay and bisexual young people have experienced homophobic bullying (20 per cent in FE colleges and 15 per cent in sixth forms)
- **Ninety nine per cent** of young gay people hear the phrases 'that's so gay' or 'you're so gay' in school or college
- **Ninety six per cent** hear homophobic remarks such as 'poof' or 'lezza' (**Ninety three per cent** at post 16)



## What's the impact?

- **Three in five** students who experience homophobic bullying state that this has had an impact on their school or college work
- **One in three** students say that they've changed their future educational plans because of it
- **Nearly one in four** (23 per cent) lesbian, gay and bisexual young people have tried to take their own life at some point. **More than half** (56 per cent) of gay young people deliberately harm themselves

## How staff respond

- **Only half of students** report that their schools or colleges say homophobic bullying is wrong (sixty two per cent at post-16)
- **Three in five**, lesbian, gay and bisexual young people who experience homophobic bullying say that teachers who witness it don't intervene
- **Only ten per cent** of gay students report that teachers challenge homophobic language every time they hear it.

## Adult learners

- Fewer than one in six (14.3%) LGB learners surveyed had experienced bullying and harassment in adult learning
- Only a third of respondents think that equality policies seemed to translate into reality in their FE provision.
- A significant proportion of LGB learners do not feel 'totally safe' in adult learning

Research into Sexual Orientation and Gender Identity Equality in Adult Learning,  
Skills Funding Agency, 2011

## Adult learners

- 82 per cent most open about their sexual orientation with close friends outside of learning and 12.4% 'partially'
- Almost three quarters (72.2%) say they are open to some degree within the learning environment generally
- Only two in five (39.4%) are fully open

Research into Sexual Orientation and Gender Identity Equality in Adult Learning,  
Skills Funding Agency, 2011

## Legislation and guidance

- The Public Duty of the Equality Act 2010
- Government priority
- New Ofsted framework

## A whole college approach

- Include homophobic bullying in your Anti-bullying policy
- Provide training for all staff
- Record and monitor homophobic incidents
- Challenge homophobic language consistently
- Support young people
- Include lesbian, gay and bisexual people across the curriculum
- Involve the whole school or college community

## Language

- What should staff do if a student uses the word 'gay' to mean rubbish? Is this just harmless banter?
- What should staff do if a student uses homophobic language?

## Being comfortable with language

- **Sexual orientation** – describes who we are attracted to
- **Gay** – a man or woman who is attracted to the same sex
- **Lesbian** – a woman who is attracted to other women
- **Bisexual** – someone who is attracted to both men and women
- **Heterosexual** – someone who is attracted to the opposite sex

## An inclusive curriculum

- **More than half (53 per cent)** of lesbian and gay students have never been taught about lesbian and gay people or seen lesbian and gay issues addressed in class (**58 per cent** at post 16).
- Lesbian and gay students are much less likely to experience homophobic bullying in schools and colleges that teach and address gay issues positively.



## Building an inclusive curriculum

- What do we mean by inclusive curriculum?
- How can we include LGB issues into our subject areas?
- How do we do this for other areas (e.g. race, disability)
- What is the potential fallout of not including LGB issues and people?

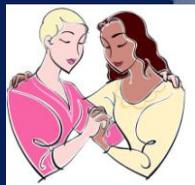
# FE Curriculum example: Working with ESOL students

- Group agreement – incorporate into a concept already explored e.g. 'respect'
- Key words
- The law – UK and global
- Stereotypes
- Bringing it all together

Gay



Lesbian



Heterosexual/Straight

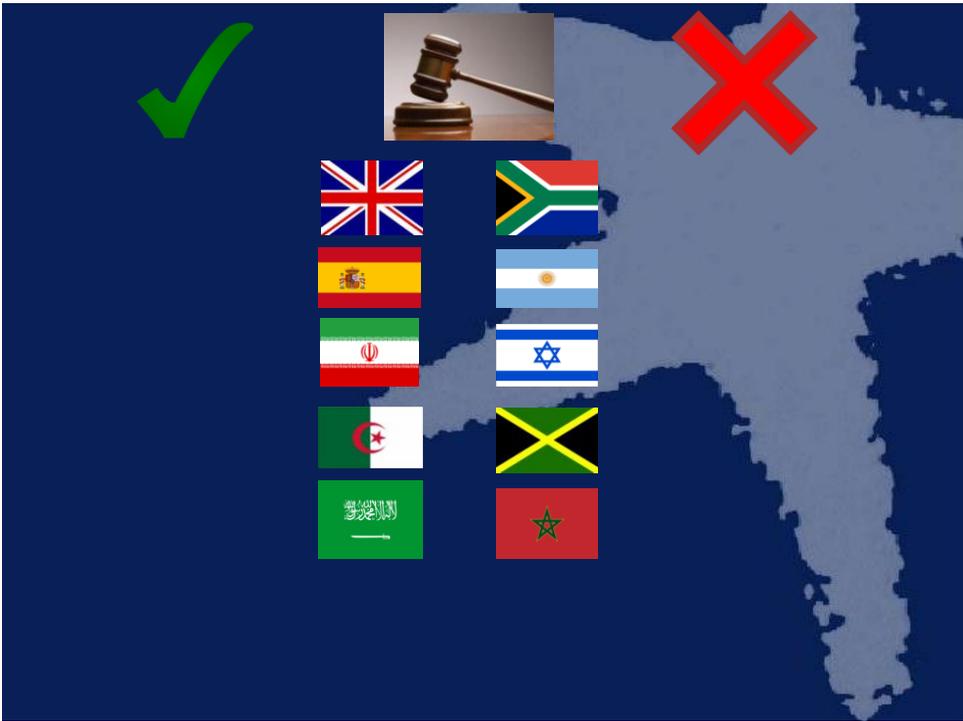


Bisexual



Homophobia





## Can you tell if someone is lesbian, gay or bisexual?



Lady GaGa



Gareth Thomas



David Walliams



Russell Brand



John Amaechi



Jessie J



Lord Waheed Ali



Jane Lynch

## Supporting LGB students

- How can you support students who come out as gay?
- Who else do you need to tell? Is it a safeguarding issue?
- When should you involve other staff or parents / carers?

# Supporting LGB students

## Coming out

- Offer reassurance
- Let them know confidentiality will be respected as long as there is no safeguarding risk
- Listen and be supportive
- Discuss how parents and carers might respond
- Ask how they would like to proceed and whether they need information
- Let them know they can come and talk to you again or recommend someone else





## College Champions

- Unique benchmarking tool
- Named Stonewall point of contact for support and guidance
- Free pack of Stonewall's acclaimed resources
- One free half day of Continuing Professional Development and discount on further training
- Free good practice Education seminars
- Networking opportunities
- Use of the Stonewall College Champion logo



## Thank you!

**More information and resources at:**

[www.stonewall.org.uk/fe](http://www.stonewall.org.uk/fe)

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education  
for all 



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