

Hello, Forest Hill School!

At FHS, we are proud to promote and celebrate LGBT+ equality and diversity. We currently hold a Stonewall Bronze award and we are about to apply for Silver.

Before we do this, we will soon be giving you a survey to complete, which will look at our LGBT+ inclusion & celebration, as well as our work targeting homophobia, biphobia and transphobia (HBT).

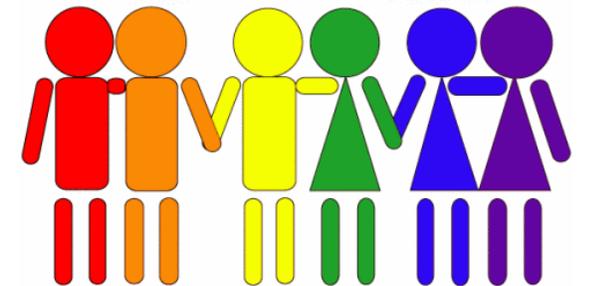
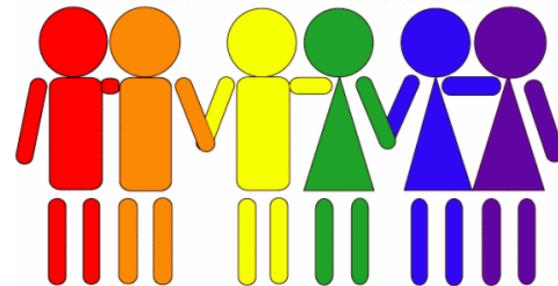
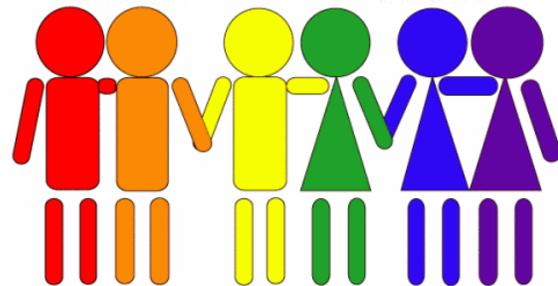
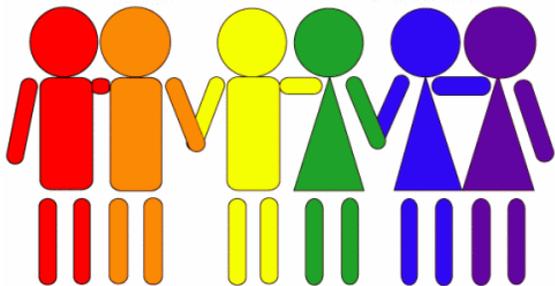
This PowerPoint should remind you of some of the work we have been doing!

If you have any questions/ comments, please feel free to send an email or speak directly to Ms Suart, Ms Learoyd and/ or Mr Cox.
e.suart@foresthillschool.co.uk

**Stonewall
SCHOOL
CHAMPION**

BRONZE

**Award
Winners**



Firstly, a reminder of some definitions of different LGBT+ identities...



Lesbian – refers to a woman who has an emotional, romantic and/or sexual orientation towards women



Gay – refers to a man who has an emotional, romantic and/or sexual orientation towards men



Bi / bisexual – refers to an emotional and/or sexual orientation towards more than one gender



Trans – a person whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth

Queer – in the past a derogatory term for LGBT individuals. The term has now been reclaimed by LGBT young people in particular, who don't identify with traditional categories around gender identity and sexual orientation

Questioning – the process of exploring your own sexual orientation and/or gender identity



Intersex – a term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female



Asexual (or ace) – someone who does not experience sexual attraction



Ally – a (typically) straight and/or cis person who supports members of the LGBTQIA+ community.



The (+) – ensures inclusivity of all identities

H (Homophobia) B (Biphobia) T (Transphobia)

...Secondly, a reminder of what HBT stands for. This is really important...

At FHS, we are targeting HBT behaviour and language, both of which are a form of bullying.

Why do we need to report this?

- Firstly, we are legally obliged due to the Equality Act 2010.
- Secondly, we are an inclusive school fighting for equality.

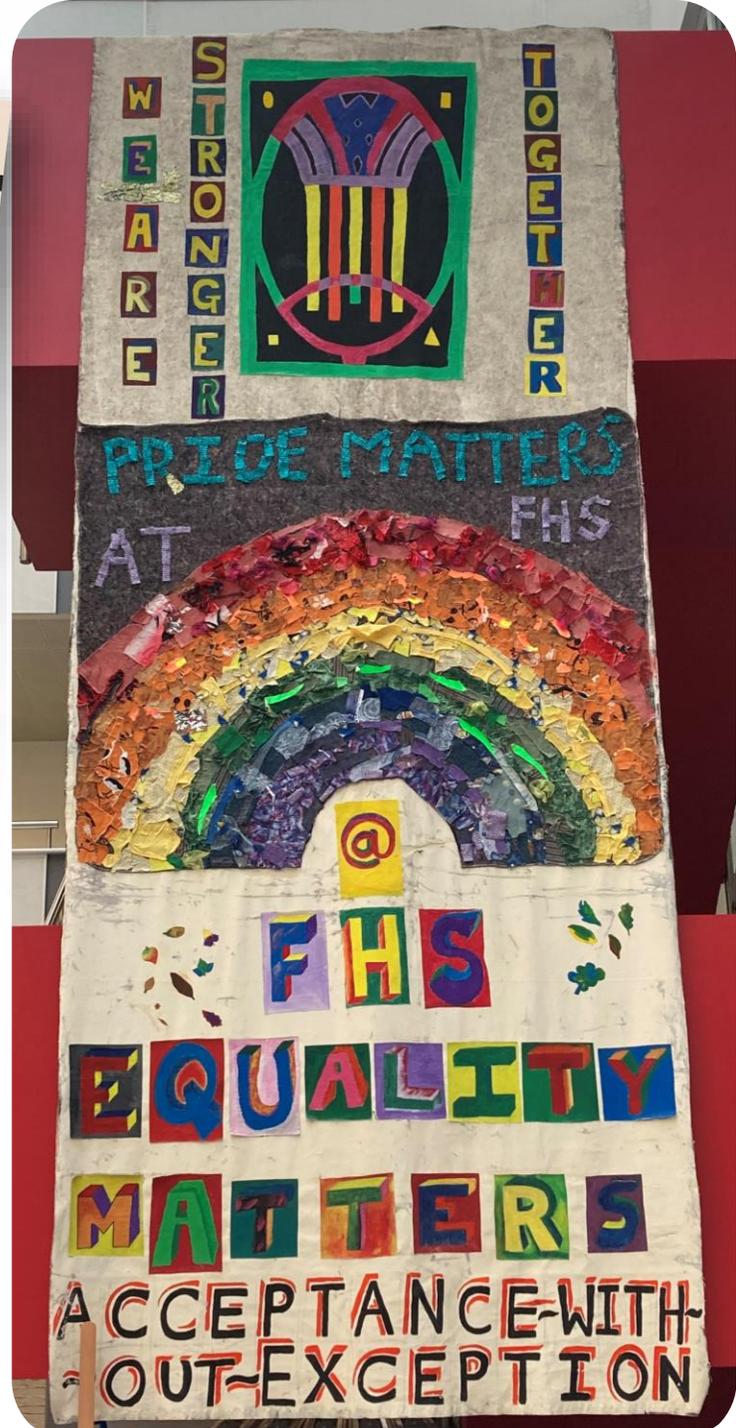
...Now, I am sure you have seen some of our LGBT+ displays but here's a reminder. Some of these won't be in your bubble but there are lots of wonderful displays all around the school!...



...And we also have lots of LGBT+ artwork in the atrium, such as our Equality Tree and the Pride parade banner. This proudly says 'We are stronger together. Pride Matters at FHS. Equality Matters. Acceptance without Exception' ...



As signed by the Mayor of Lewisham, Damien Egan!



...Does your classroom have one of these signs?

Forest Hill School has a zero tolerance stance on any racism, sexism, homophobia, biphobia or transphobia (HBT).

This includes any language, behaviour or bullying.

...

Any form of racist, sexist, homophobic, biphobic or transphobic language or behaviour is completely unacceptable in this school.





LGBT+
SAFE SPACE

... Also, have you
seen the
LGBT+ Safe Space
signs in many
different
classrooms?

This also signals the
zero tolerance of
HBT at FHS.

...

...FHS has a clear zero tolerance policy on HBT behaviour and language.

Staff have several ways to report this, such as through Hand-In or with this form.

You can help with this. If you hear or witness any examples of HBT behaviour or language, you must report it to a member of staff.

FHS Bullying and Prejudice- Based Incident Reporting Form

Type of Incident (tick as appropriate)

Racist	<input type="checkbox"/>	Homophobic or <u>biphobic</u>	<input type="checkbox"/>
Sexist	<input type="checkbox"/>	Faith	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Other – Please specify	<input type="checkbox"/>
Gender identity- <u>Transphobic</u>	<input type="checkbox"/>	Family/Relating to home	<input type="checkbox"/>

Were any adults either victims or perpetrators? Yes/No

Name of victimT/G.....
Ethnicity of Victim.....

Name of perpetratorT/G.....
Ethnicity of Perpetrator.....

+ Type of incident (tick as appropriate)

Type	Primary type	Optional 2	Optional 3
Verbal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-verbal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Behaviour Flag HBT Behaviour

notes

Send flag to:

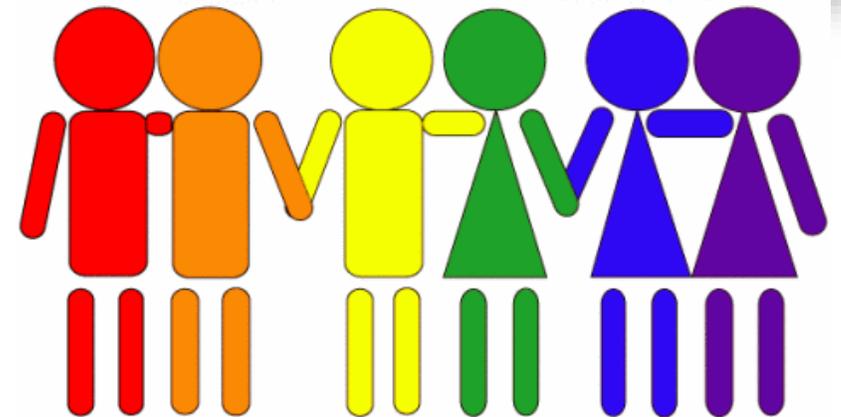
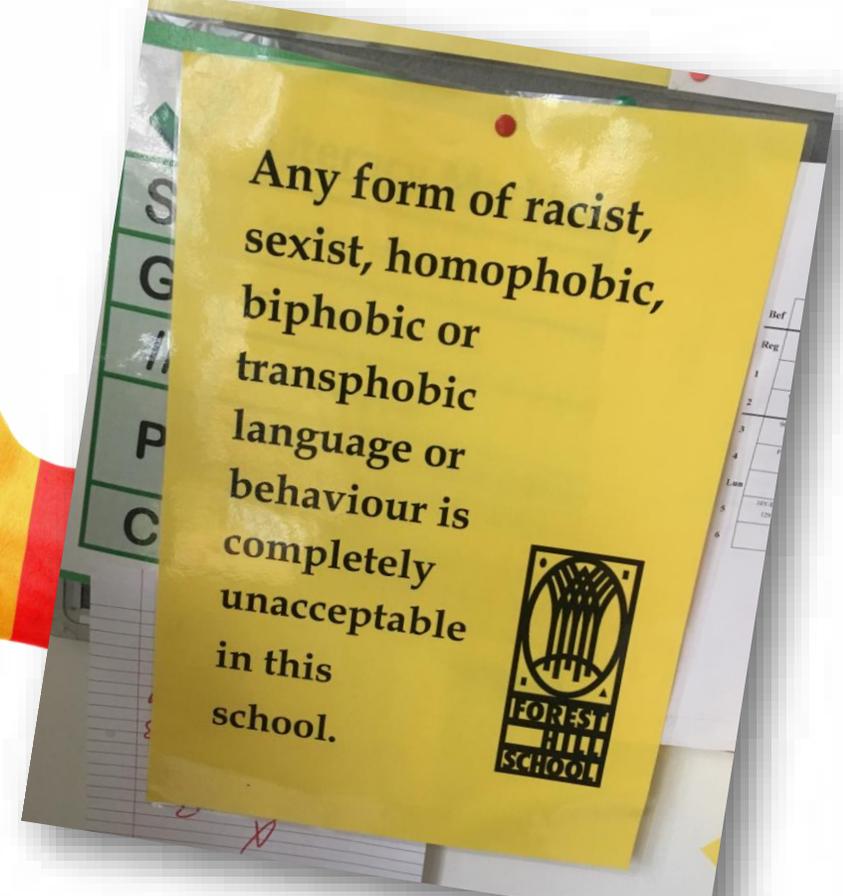
...How do I report HBT?...

- If you hear it, speak out against it. Then, **always report it to a teacher.**
- If you don't feel comfortable speaking out, **always report it to a teacher.**
- Teachers will flag HBT language/behaviour on Hand-In under 'HBT' and it will be dealt with by your HOH, SLT or Ms Suart/Ms Learoyd/ Mr Cox.
- Want to avoid confrontation? Make sure that anyone who is having HBT behaviour or language used against them feels safe by standing near them and asking them if they are ok / walking them away from the situation if possible.
- If it is in a classroom – **report it to the teacher.** If you allow it to happen around you, you are condoning that behaviour. This is called being a bystander.

...What can I do?
Firstly...

No bystanders!

- Be a **strong ally**
- stand up **for** LGBT+ people
- stand up **against** HBT behaviour



...And secondly, you can read our monthly school magazine, *FHS Rainbow!* Look on SMH or the school website to find this...



- SNEAK PEAK AT WHAT'S INSIDE...**
- LGBT+ History Month
 - Weekly feature—What was Section 28?
 - Intersectional role model of the week
 - LGBT+ book of the week
 - ...and much more!



- SNEAK PEAK AT WHAT'S INSIDE...**
- LGBT+ History Month
 - Weekly feature—Lesbians and Gay Men Support the Miners
 - Intersectional role model of the week—Pearl Alcock
 - LGBT+ book of the week
 - ...and much more!



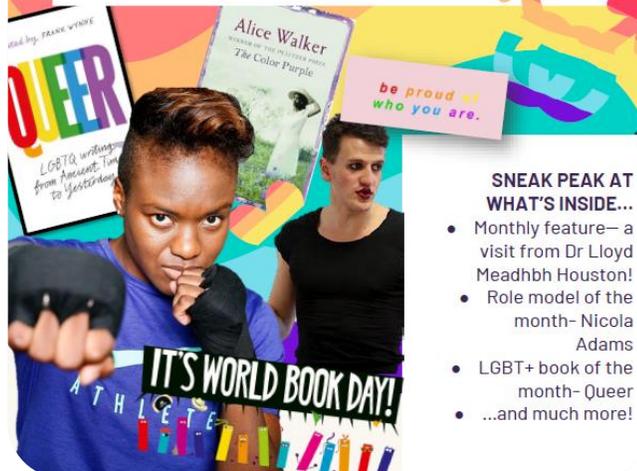
Forest Hill School's new LGBT+ magazine!
Issue 3 - 22 February 2021



- SNEAK PEAK AT WHAT'S INSIDE...**
- LGBT+ History Month
 - Weekly feature—Stonewall riots and Marsha P. Johnson
 - Intersectional role model of the week—Munroe Bergdorf
 - LGBT+ book of the week
 - ...and much more!



Forest Hill School's new LGBT+ magazine!
Issue 4 - 29 March 2021



- SNEAK PEAK AT WHAT'S INSIDE...**
- Monthly feature—a visit from Dr Lloyd Meadhbh Houston!
 - Role model of the month—Nicola Adams
 - LGBT+ book of the month—Queer
 - ...and much more!



Forest Hill School's new LGBT+ magazine!
Issue 5 - 26 April 2021



- SNEAK PEAK AT WHAT'S INSIDE...**
- Monthly feature—Lilli Elbe!
 - Role model of the month—Olly Alexander
 - LGBT+ book of the month—Felix Ever After
 - ...and much more!

...Finally, which staff members run the Equality Group? Get in touch if you'd like to be involved!



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