



The EDIt

WELCOME BACK TO *The EDIt*

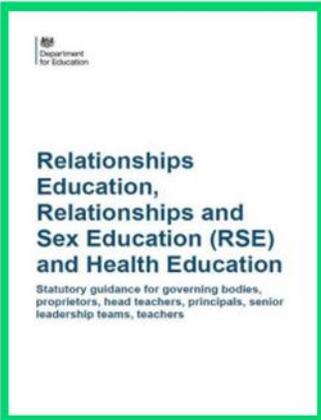
This week, I wanted to share some learning from the SAfE and DiverseEd webinar last week on **‘Making Educational Spaces LGBT+ Inclusive’**. The webinar shared some invaluable insights into growing our consciousness of LGBT+ identities, and our moral and legal duty to support them. Jo Brassington, who delivered the webinar, explained the importance of building confidence in the language around LGBT+ identities (please see slide 3 for their definitions). It was also reassuring to hear them stress the use of confident and consistent scripting to help support conversations challenging discriminatory behaviour and I have attached our suggested scripts on the following slides.



Contracting a Safe Space

- DIVERSE
- INCLUSIVE
- ACCEPTING
- WELCOMING
- SAFE SPACE
- FOR EVERYONE

Importantly, Jo reminded us of our legal and moral duty to develop competence in creating educational spaces which are inclusive and equitable for LGBT+ people. They described the way we can build Inclusive Educational Spaces through nurturing and encouraging a culture of **Empathy, Understanding & Respect**. This culture is created by having a **Common Inclusive Goal; Common Inclusive Language; Curriculum, Visibility, Representation, and Policy & Procedure**.



At Warlingham, 'we want our students to feel their school is a place in which they belong' and we can create this by:

- ✓ Reviewing our curriculum content and reading
- ✓ Reviewing the representation we use in displays and physical spaces
- ✓ Having empathetic, educational Conversations using scripted Interventions to assist
- ✓ Recording all incidents of discriminatory behaviour using Arbor

See you next week!



Common Inclusive Language

LGBT+

An initialism representing a variety of sexual or romantic orientations and/or gender identities.

Lesbian

Women/ girls who are sexually or romantically attracted to other women / girls. Some non-binary people do identify as being lesbian.

Gay

Men / boys who are sexually or romantically attracted to other men / boys. Some non-binary people do identify as being gay – this word is used more broadly in the community.

Bisexual

A person who is sexually or romantically attracted to people who are the same gender as them, and different gender to them.

Transgender

A person whose gender identity, their internal sense of self, is different to the gender that was assumed of them based on their sex assigned at birth.

+

The plus in the initialism refers to other language outside of LGBT that people use to identify their sexual or romantic orientation and/or their gender identity. You may see LGBTQIA+.





Scripts to support

Establish understanding

- 'What did you just say?'
- 'What did you mean by saying....?'
- 'What does that word mean to you?'
- 'Do you understand why it is wrong/hurtful/offensive to use that word?'

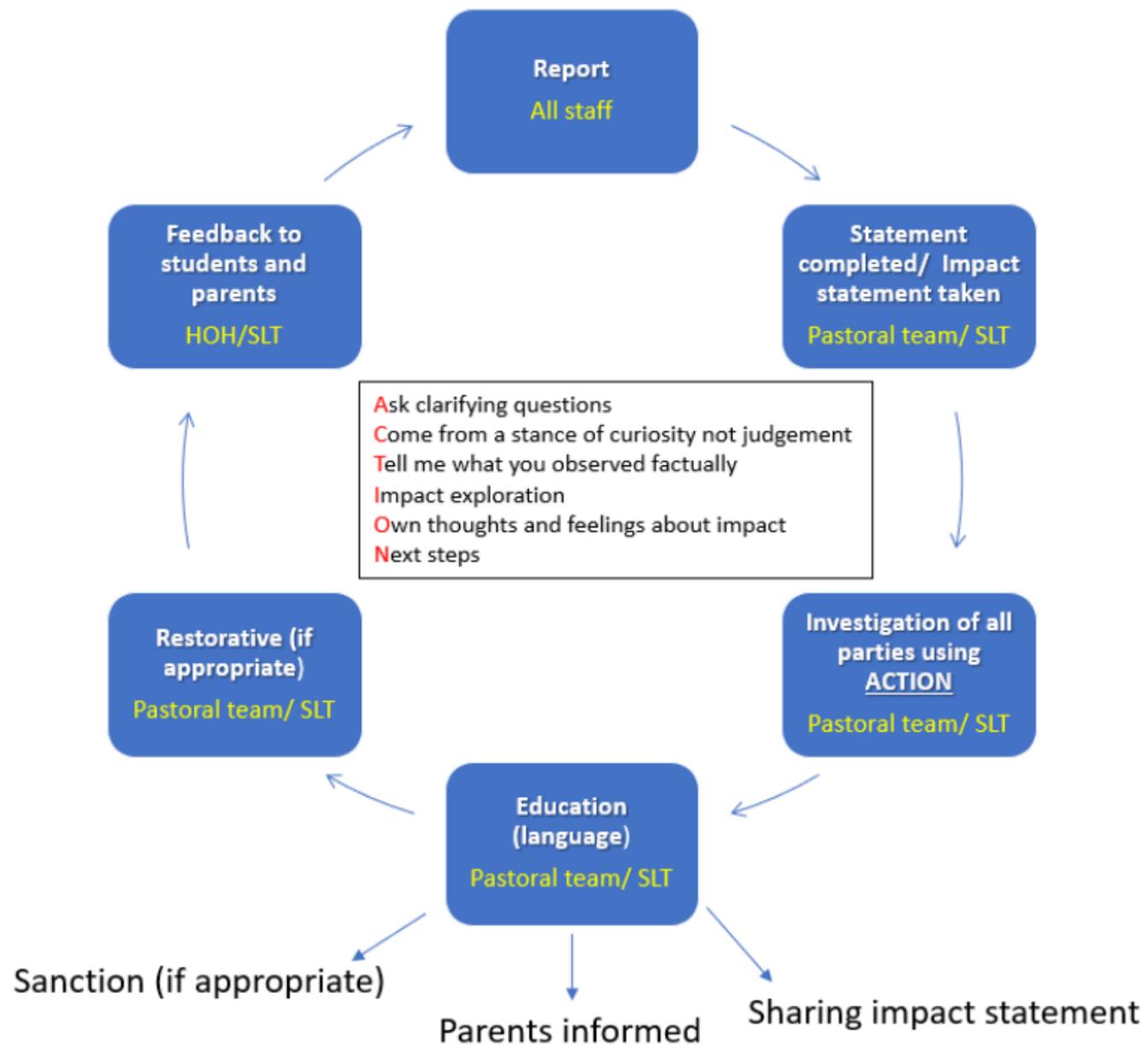
Use empathy

- 'That language is really hurtful/offensive to me and others'
- 'It's really disappointing to hear you using language that makes other people feel bad.'

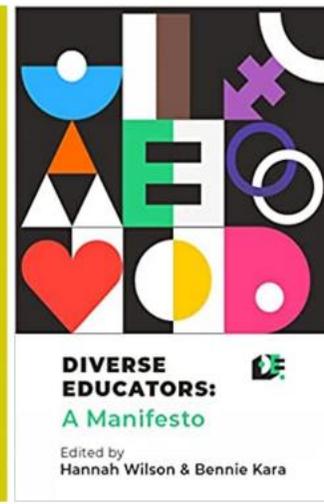
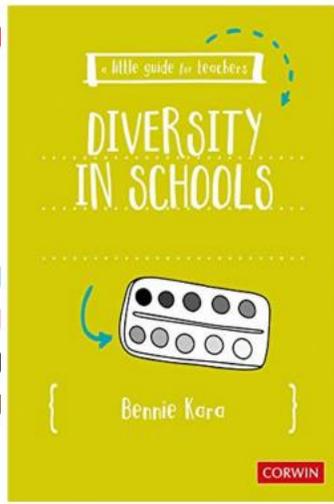
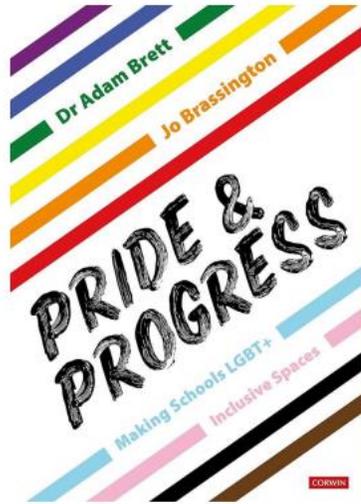
Challenge directly

- 'You know that that discriminatory language is absolutely unacceptable'
- 'Why are you saying that word?'
- 'How can a pair of trainers be gay? If you mean rubbish, you should use the word rubbish.'
- 'What you said was racist as well as homophobic. Neither racism nor homophobia are acceptable.'
- 'Homophobic/biphobic/transphobic language is not acceptable in our school.'
- 'Calling people names is unacceptable and we don't do that at our school.'

The Warlingham School and Sixth form child on child investigation loop:



Further Reading



Scan below to buy a copy of DIVERSE EDUCATORS



Get 25% off with code DIVERSE25 at checkout



Recommended Watching (for adults)

