



THE RAINBOW FLAG AWARD



What is the Rainbow Flag Award?

The Rainbow Flag Award is a quality assured framework with a focus on LGBT+ Inclusion for all schools and colleges.

Taking part in the Rainbow Flag Award will help you meet legal, statutory, and Ofsted requirements to be LGBT+ inclusive.

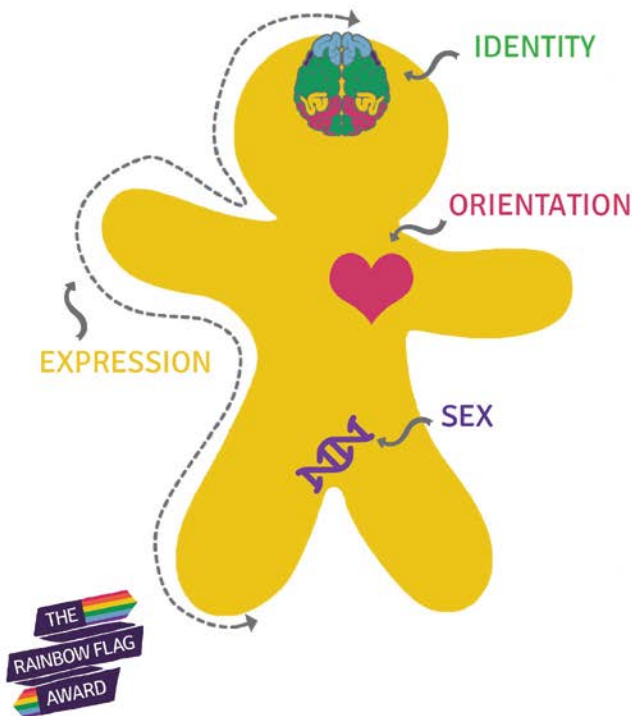
Watch the video at the site below to see what the Rainbow Flag is all about...

<https://www.youtube.com/watch?v=zYdlfJKYzlw>



THE GENDERBREAD PERSON

Original concept by
itspronouncedmetrosexual.com



GENDER IDENTITY

WOMAN

NON-BINARY

MAN

Your gender identity is how you think about yourself, the gender that you identify with and/or feel that you are. Some people feel as though they do not have a gender at all, and may refer to themselves as agender or non-gendered.

GENDER EXPRESSION

FEMININE

ANDROGYNOUS

MASCULINE

This is how you display your gender and is demonstrated through the ways that you act, dress, behave and interact in the world, in relation to the gender expectations of your society.

SEX

FEMALE

INTERSEX

MALE

This is usually determined at birth, based on observation of your genitals. However, your chromosomes, hormones, genes and internal sex organs also contribute to the make-up of your biological sex.

SEXUAL ORIENTATION

ATTRACTED
TO WOMEN

BI/PANSEXUAL

ATTRACTED
TO MEN

The types of people, (often based on gender,) that you find yourself attracted to, can help you determine your sexual orientation. Attraction can be emotional, sexual, physical and/or spiritual. Some people experience little or no sexual attraction, and may refer to themselves as asexual.



Where we were...The Law – Section 28

5

Introduced 1988, A local authority shall not:

"intentionally promote homosexuality or publish material with the intention of promoting homosexuality"

or

"promote the teaching in any maintained school of the acceptability of homosexuality as a pretended family relationship"

Abolished 2003



Moving forward...The Law – The Equality Act 2010

Protected characteristics:

1. age
2. gender reassignment
3. being married or in a civil partnership
4. being pregnant or having a child
5. disability
6. race including colour, nationality, ethnic or national origin
7. religion, belief or lack of religion/belief
8. sex
9. sexual orientation

What must we do at Edmondsley Primary School - The Law – The Equality Act 2010

Schools must show “due regard” to:

#1 Eliminate unlawful discrimination, harassment and victimisation.

- Using hate speech or slurs
- Physically attacking someone for their gender identity or sexual orientation.
- “You’re so pretty for a trans woman/lesbian”
- “Who’s the man/woman in the relationship?”
- Subtly degendering trans people by using “they” pronouns when they explicitly use she/her or he/him pronouns.

Hate Crime

Some forms of bullying are illegal and should be reported to the police:

A homophobic hate crime is:

“Any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a person’s sexual orientation or perceived sexual orientation.”

A transphobic hate crime is:

“Any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice against a person who is transgender or perceived to be transgender.”

Getting it right - Defining Terminology

Sexual Orientation

Lesbian

Gay

Bisexual

Pansexual

Asexual

Straight

Gender Identity

Transgender

Transsexual

Non-binary

Trans

Cisgender



Coming Out...How did it feel?



It is our moral obligation to protect and educate



- **84%** of trans young people age 11-19 have reported deliberate self-harm
- **61%** of LGB young people age 11-19 have reported deliberate self-harm
- The NHS estimates that **10%** of young people in general deliberately self-harm

Stonewall school report 2017

<https://www.stonewall.org.uk/school-report-2017>



It is our moral obligation to protect and educate

92% of trans young people age 11-19 reported having thoughts about taking their own life

70% of LGB young people age 11-19 reported having thoughts about taking their own life

Young Minds estimates that **25%** of young people in general have thoughts about taking their own life

Stonewall school report 2017

<https://www.stonewall.org.uk/school-report-2017>

It is our moral obligation to protect and educate



- **66%** of LGBT+ young people in schools with an LGBT+ group stated they are likely to speak to an adult in school about being LGBT+
- **35%** of LGBT+ young people in a school without an LGBT+ group stated they are likely to speak to an adult in school about being LGBT+

Stonewall school report 2017

<https://www.stonewall.org.uk/school-report-2017>

