



Lesbian, Gay, Bisexual and Trans (LGBT) Guidance for professionals who work with children and young people in North Yorkshire

updated September 2019

To enable professionals who work with children and young people to understand some of the common terms when tackling homophobic, biphobic and transphobic language and the support available for LGBT children and young people.

Definitions for sexual orientation (LGB) and gender identity (Trans)

Overall the child or young person may have their own way to describe themselves it is important to listen to them and work with how they would like to be referred to.

Sexual orientation: A person's emotional, romantic, sexual interest to another person

Lesbian: Refers to a woman whose sexual orientation is to women

Gay: The word gay refers to people whose sexual orientation is to the same sex. Although gay can refer to both sexes, often it is used to refer solely to males

Bisexual: Refers to a person whose sexual orientation is towards more than one gender

Pansexual: Is the attraction to a person of any sex or gender

Questioning: The process someone may go through when exploring their own sexual orientation and / or gender identity

Biological sex: Either of the two categories of male and female assigned to a person on the basis of their genitalia and reproductive functions

Gender Identity: A person's internal sense of their own gender whether male, female or something else

Trans: An umbrella term used to describe people whose sense of their gender or gender identity is seen as being different to their biological sex. Some children in primary school may have awareness of their gender, 'not feeling right'

Non-binary: is an umbrella term covering any gender identity that doesn't fit within the gender binary of male and female

Transitioning: The steps a trans person may take to live in the gender they identify as.

This can be social transitioning such as a change of name / pronouns initially telling family and friends and dressing differently. It may or may not include medical interventions.

Definitions and examples of Homophobic , Biphobic and Transphobic (HBT) Language and Bullying

It is very important that all HBT language and bullying is consistently challenged and that all staff working with children and young people feel confident to do this. HBT should be part of any anti-bullying policy that an organisation has. Stonewall the national charity that supports the LGBT community have developed a toolkit for both primary and secondary schools to enable them to challenge HBT language and bullying but the key principles would be appropriate for any

professionals who work with children and young people. Both documents can be accessed at <http://www.stonewall.org.uk/our-work/education-resources>

Homophobic: A range of negative attitudes and feelings towards people who are identified or perceived as being lesbian or gay. It may also be targeted at pupils who have LGBT family members and pupils who do not confirm to gender stereotypes or are seen to be 'different' in any way.

Some examples might be:

- A girl who has short hair is repeatedly called a lesbian
- A boy who doesn't like football
- Boys and girls who giggle and move away from a pupil in the changing rooms who has come out as gay or lesbian
- Pupils saying 'that's so gay' or 'those trainers are so gay'

Biphobic: A range of negative attitudes and feelings toward people who are identified or perceived as being bisexual. It may also be targeted at pupils who are questioning their sexuality.

Some examples might be:

- Referring to a bisexual person as 'greedy' as they are attracted to boys and girls
- It isn't normal to like boys and girls
- Can't you make your mind up?

Transphobic: A range of negative attitudes and feelings toward people who are identified or perceived as being trans. It may also be targeted at pupils who do not confirm to gender stereotypes.

Some examples might be:

- Referring to a person as 'tranny'
- Do you wear knickers or boxers?
- What body parts do you have?

Specific LGBT Data from the Growing Up in North Yorkshire Survey 2018

Data from the Growing Up in North Yorkshire Survey (GUNY) 2018 shows that about 6% of Year 8 and 10 pupils are LGB and 3% are questioning their sexuality. 52 pupils in the same survey identified as being trans or non-binary (not male or female). North Yorkshire data shows that our community of LGBT children and young people are more likely to be at risk from emotional health issues and be involved in a range of risk taking behaviours so further support may be required.

Of the Year 8 /10 pupils who stated they were LGB and trans/ non-binary:

- 41% LGB pupils had been bullied at or near school in the last 12 months and 36% of trans pupils compared to 21% of Year 10 pupils
- 20% of LGB pupils and 22% of trans pupils have been a victim of violence or aggression in the area they live in the last 12 months
- 9% LGB pupils had a high resilience score and 7% of trans pupils compared to 18% of Year 10 pupils

Being LGBT also seems to indicate an increased risk of engaging in risky behaviours:

- 25% of LGB pupils and 44% of trans pupils have cut or hurt themselves compared to 8% of Year 8/10 pupils
- 36% of LGB pupils and 42% of trans pupils have communicated with someone they don't know on-line compared to 19% of Year 8/ 10 pupils
- 15% LGB pupils and 39% trans pupils have ever taken drugs compared to 10% of Year 8/ 10 pupils
- 8% LGB pupils and 26% trans pupils are regular smokers compared to 4% of Year 8/10 pupils

- 17% LGB pupils and 36% of trans pupils responded that they carry weapons or something else for protection when going out at least sometimes compared to 8% of Year 8 /10 pupils

In the GUNY survey 2018 pupils were also asked if they had heard the word 'gay' being used in a negative way in the last month. We are seeing a decrease in pupils hearing this language in school which is a result from the work that some schools have been doing to tackle HBT language and increase the awareness of LGBT issues.

Been called 'gay' in the last month in a negative way from 2018 data		
	Boy	Girl
Year 6	17%	4%
Year 8/10	26%	11%
LGB pupils Year 8 / 10	53%	45%
Trans pupils		52%

The role of the professional working directly with the child or young person who may be questioning their sexuality and/or gender

- Listen to the child/young person and do not make any assumptions or judgements
- It is not a requirement to share this information with other colleagues or the parents/carers if the child/young person does not want you to unless there is a safeguarding issue
- Being LGBT is not a safeguarding issue in itself, but if a safeguarding issue is identified please follow your safeguarding policy
- Keep in regular touch with the child/young person
- Ensure that the school the child/young person attends is LGBT inclusive – as LGBT young people do report higher levels of bullying in the school environment.

Information and support from agencies

- Training for staff in both primary and secondary schools to support schools to challenge homophobic, biphobic and transphobic language and bullying, celebrate difference, support LGBT children and young people and be trans inclusive is available from NYCC, Education and Skills. Please contact clare.barrowman@northyorks.gov.uk or on 01609 536808 for further information
- The Healthy Child Team and the Early Help Team do have identified **LGBT champions** in each locality who have received extra training and support on LGBT issues so you may like to make reference to this when making a referral to any of these services below
- The **Healthy Child Team** are available for every child and young person in North Yorkshire alongside this they can provide targeted support for LGBT children and young people who may be having issues with their emerging sexuality or gender identity which may be showing through emotional health issues and / or engaging in risk taking behaviours. Contact the Customer Contact Centre on 01609 780780 or by email at children&families@northyorks.gcsx.gov for more information or to make a referral
- The **Early Help Team** are available to provide support for children, young people and their families where their sexuality and/or gender identity are negatively impacting on their lives and

wellbeing. Contact the Customer Contact Centre on 01609 780780 or by email at children&families@northyorks.gcsx.gov for more information or to make a referral

- **Compass REACH** support all children and young people aged from 9 to 19 (and up to 25 for those with special educational needs or disabilities) who are negatively affected by substance misuse, poor sexual health and issues relating to emotional wellbeing and mental health. They are LGBT inclusive. To access free help, advice and practical support at Compass REACH. **Tel:** 01609 777662 **Freephone:** 0800 008 7452 **Email:** NYRBS@compass-uk.org
- **Yorsexual Health** provide sexual health services across North Yorkshire. They are LGBT inclusive. Information about local services can be found on their website <https://www.yorsexualhealth.org.uk/> or by calling the central information and booking line on 01904 721111. E-mail yorsexualhealth@york.nhs.uk
- **YorSexualHealth's Specialist Clinical Outreach Team** offer clinical care and support to young and vulnerable people including Sexually Transmitted Infections (STIs) management and Hepatitis B vaccination. Tel. 01904 725440
- **Yorkshire Mesmac** is the provider of YorSexualHealth's community outreach service working with groups and individuals including LGB&T young people and adults. They support some of the youth groups that run in North Yorkshire as well as providing a range of other support please see their website <http://www.mesmac.co.uk/>
- **Barnardo's Positive Identities Service - Prouder Communities Yorkshire** - offers expertise around sexual and gender identities; offering support to lesbian, gay, bisexual, trans young people as well as those young people who are questioning their sexual orientation and/or gender identity. The Project support schools, colleges, universities and multiagency organisations and community groups in tackling homophobic, biphobic and transphobic (HBT) discrimination and bullying, working with organisations to ensure they are inclusive and accessible to LGBTQ young people, adults, their families and wider communities. Young people aged 8-24 can be referred to the Project for 1:1 support. The Project also offers free community engagement events in local communities, volunteering opportunities, workshops in schools and organisations, training to multiagency professionals and community members and developing and supporting safe spaces across North Yorkshire. LGBTQ young people can also sign up to be part of the Project's steering group to develop the work with the team. Please email prouder.communities@barnardos.org.uk for further information.
- **Specialist CAMHS** – are available for LGBT young people where their mental health is significantly impacting on the children/young people to manage their everyday lives. For trans children and young people who are considering medical support to manage their gender a parallel referral to a local CAMHS may be required to support a referral to the Tavistock Centre in Leeds (the Gender Identity Development Service) particularly if there is an identified mental health disorder ie depression, anxiety, eating disorder or there are concerns linked to risk related to self-harming behaviour
- **Gender Identity Development Service:** is the national highly specialised clinic for children and young people presenting with issues around their gender identity. Any professional can refer to the service (they do not accept self or family referrals). There is a clinic in Leeds. Further information can be accessed via their website <http://gids.nhs.uk/>

LGBT youth groups In North Yorkshire and York

LGBT young people have highlighted the importance of being able to meet other LGBT young people so there are LGBT youth groups available across the County providing support for young people aged 13 or 14 upwards. Due to the nature of the groups there is not open access to them, the young person or an adult on their behalf needs to contact the professional listed below to support the young person accessing their local group. The groups are often jointly run by the Early Help Team, Healthy Child Team and Mesmac an organisation that supports the LGBT community. Location and date and time of the next meeting will be given once contact has been made with the lead for the group.

LGBT Youth Groups

Area	Contact	Meetings
Harrogate	Text or phone NYCC Children and Families Support Worker Hannah Beetham Email: Hannah.beetham@northyorks.gov.uk 07971543948 MESMAC Jono J.De-Aston@mesmac.co.uk 07795623214	The group meet every fortnight on a Thursday from 6-8pm We also run a parent support group please get in touch with Hannah for more information
Ripon	Text or phone NYCC Children and Families Support Worker Keeley Smith Work mobile 07971543963 Direct line 01609 535614 Keeley.smith@northyorks.gov.uk	The group meet every fortnight on Thursday from 6:30-8pm starting on the 3 rd October 2019.
Skipton and Settle	NYCC Children and Families Support Worker Laura Milner Laura.milner@northyorks.gov.uk 07969098788 MESMAC Jono J.De-Aston@mesmac.co.uk 07795623214	LGBT group to meet on 2 nd and 4 th Tuesdays, 5.30pm – 7pm. Parent support group meeting termly, first date 1 st October, Skipton Library 6pm-8pm Laura can also provide 1:1 support
Selby	Text, phone or email NYCC Children and Families Support Worker Helen Baker: 07973918386 selbysouthcc@northyorks.gov.uk or CJ Reay (MESMAC) Text or phone: 07710099031 E-mail: cj.reay@mesmac.co.uk Facebook.com/cj.mesmac	The group meet on the 2 nd and 4th Wednesdays in the month from 6-7.30pm.
Richmond	For more information please email: lgbthamandrich@northyorks.gov.uk	The group meet on the third Wednesday of every month from 6-8pm
Scarborough	Dan Norton – Early Help Team Dan.Norton@northyorks.gov.uk Mobile 07890190650 Tracy Golby- Healthy Child Team tracy.golby@nhs.net Mobile - 07920073687 Office - 01423 542982	The Scarborough Spectrum LGBTQ+ youth group, Starting from Tuesday 3 rd September 2019, sessions will be held every other Tuesday evening 5:00-7:00, for more detail please contact Dan or Tracy

York	<p>For more information please go to the Mesmac website under LGBT youth groups http://www.mesmac.co.uk/projects/lgbt-youth/lgbt-youth-groups</p>	<p>The group meet first and third Wednesday of every month</p>
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North Yorkshire developed resources by LGBT young people:

- Harrogate LGBT youth group have developed a short film focused on HBT language called 'Mind Your Language' and the impact that has on LGBT young people which can be accessed at <https://youtu.be/PtxVeojkpDI>
- A group of trans young people in North Yorkshire have come together to share what it is like to be trans and how schools can support trans children and young people
<https://www.youtube.com/watch?v=GAko9Gosyj8>
- Scarborough LGBT youth group developed a short film based on their experiences of growing up LGBT which can be accessed at https://www.youtube.com/watch?v=jVxQqG5P_gA

Organisations and resources to support trans children and young people

- Brighton have updated their trans guidance for schools in October 2018 which can be accessed at <https://new.brighton-hove.gov.uk/news/2018/trans-guidance-schools-helps-tackle-stereotyping-and-keep-children-safe>
- Gender Identity Research and Education Society (GIRES) provide information on trans and non-gender confirming people <http://www.gires.org.uk/>. They have produced an e-learning module about Trans young people which can be accessed for free at <http://www.gires.org.uk/caring-for-gender-nonconforming-young-people>
- Mermaids provide support for both children/ young people and parents/carers of trans and gender identity issues Tel: 0844 334 0550 Email: info@mermaidsuk.org.uk website: <http://www.mermaidsuk.org.uk/>
- Gendered Intelligence provide a range of support and information which can be accessed at <http://genderedintelligence.co.uk/>. They do run a trans youth group in Leeds further information on this group can be accessed at <http://genderedintelligence.co.uk/trans-youth/Leeds>

Teaching and Learning Resources

- The Education and Skills team (NYCC) has a range of supporting documents for schools to support them delivery an inclusive PSHE and Relationships and Sex Education Curriculum. all resources can be accessed at <https://cyps.northyorks.gov.uk/health-wellbeing-pshe>
- February is LGBT History. There is a different theme each year. All information can be accessed at <http://lgbthistorymonth.org.uk/> from schools out who also provide a range of resources for schools that can be used throughout the year <http://lgbthistorymonth.org.uk/for-educators/>
- PSHE association hosts a range of resources that have been developed to challenge HBT language and bullying and celebrate the LGBT community <https://www.pshe-association.org.uk/content/government-equalities-office-anti-homophobic>
- Stonewall is a national charity that supports the LGBT community and has produced a range of supporting information <http://www.stonewall.org.uk/> including supporting information for parents/ carers whose child may be LGBT <http://www.stonewall.org.uk/help-advice/coming-out/so-you-think-your-child-gay-lesbian-or-bisexual>

- <http://www.outforourchildren.org.uk/>
Out for our children is a website of information that has been developed by same sex families – it has a film from their point of view which can be accessed at <http://www.outforourchildren.org.uk/resources/> They have a range of teaching resources to support schools and a range of other useful information aimed more at professionals who work with Early Years / primary schools
- Pop N Olly also have a range of resources aimed at primary school aged children to help them understand and learn about LGBT which includes two cartoon stories <http://popnolly.com/learn/4592172834>
- Educate and Celebrate provide a range of information - book lists, lesson plans, supporting materials and cross curriculum links to a variety of subject areas for all age groups from Early Years to Post 16 <http://www.educateandcelebrate.org/>
- <http://www.stonewall.org.uk/>
Stonewall is the national charity that supports the LGBT community. They have a range of resources this includes all the' different families, same love', I am gay –get over it etc posters and stickers (which are free to download or can be ordered with only P&P to pay for) from <http://www.stonewall.org.uk/our-work/education-resources>
- Stonewall have produced four 15 minutes films to support the Key stage 2 /3 curriculum which can be accessed for free at <http://www.stonewallprimary.org.uk/> along with a teaching pack to support the films focusing on four different characters and exploring gender/gender stereotypes/different relationships.https://www.stonewall.org.uk/sites/default/files/free_film_activity_pack.pdf.
- Stonewall have produced a, ' Creating an LGBT-inclusive curriculum guide for secondary schools' available at http://www.stonewall.org.uk/sites/default/files/inclusive_curriculum_guide.pdf
- I am Leo – is a CBBC documentary about Leo who was born a girl but now lives life as a boy https://www.youtube.com/watch?v=0x_u2cs8DpI
- I am Jazz has followed a young girl (born a boy) as she has grown up. She has been followed since about the age of 7 and is now a teenager.
https://www.youtube.com/watch?v=_Wh6NecfMiE I am jazz- A Family In Transition - Part 1 of 3 (American)
- NUT work on gender stereotypes – a good research paper and a supporting booklet using story books to challenge gender stereotypes <https://www.teachers.org.uk/equality/equality-matters/breaking-mould>
- Expect Respect Toolkit from Women's Aid – has a focus on domestic abuse and how pupils should keep themselves safe BUT it does have some activities in it that support challenging gender stereotypes – which is good to support this area of work <https://www.womensaid.org.uk/what-we-do/safer-futures/expect-respect-educational-toolkit/>
- <http://www.mygeneration.com/> shares peoples experiences but can also provide support for young people around gender

In North Yorkshire we do have a LGBT multi-agency delivery group focusing on raising awareness of LGBT issues for children and young people. We have a growing number of examples of good practice from nursery, primary and secondary schools and other agencies in raising awareness about these issues and supporting LGBT young people. For further information about any of these aspects

or to discuss your schools / organisations training needs please contact Clare Barrowman (Chair of the LGBT Delivery Group), Health and Wellbeing Adviser, Education and Skills, NYCC, Tel: 01609 536808 Email: Clare.barrowman@northyorks.gov.uk