

INTRODUCTION_

The Diana Award is proud to be working alongside the Government Equalities Office to carry out our Anti-HBT (Homophobic, Biphobic and Transphobic) bullying programme across schools in London and the West Midlands. Our aim is to work towards making sure that every child, regardless of their sexual orientation or gender identity, is able to feel safe, happy and represented during their time at school. At the heart of our ethos as an organisation, we believe giving young people the right tools, knowledge and confidence allows them to enact positive social change and make the world a better place.

In order for this to happen, young LGBTQ+ people need to feel supported and included within their schools. Not just throughout the physical environment, but within the curriculum also. In 2017 the government announced plans that made inclusive relationships and sex education compulsory throughout UK schools, starting from 2020. However it is important that LGBTQ+ issues are not purely a tick box exercise but interwoven throughout all subjects and school life. This guide aims to provide ideas, hints and tips as to how LGBTQ+ issues, the celebration of diversity as a whole and the challenging of gender stereotypes can be addressed in the classroom. We've broken this guide down by subject for easy referral with reference to both primary and secondary age suitability. The guide presents ideas in the form of:

- **Activities:** These are suggestions for classroom based activities, discussions or projects, many of which have been devised with links to the National Curriculum in mind. Please bear in mind some activities require extra resources which are included as separate files within the portal.
- **More Ideas:** Ways in which the classroom environment can be as inclusive as possible to all.
- **Role Models:** An extensive but not conclusive selection of important figures in each subject field to be discussed, or celebrated, perhaps included in a display. All identify as LGBTQ+ or are allies.

Have fun utilising this guide. Thank you for your extensive work in making your school as inclusive as possible!

The Diana Award Team



**Government
Equalities Office**

ENGLISH _

ACTIVITY IDEAS

- 01** In English Language or Functional Skills classes, write a piece of persuasive writing on an LGBTQ+ topic. This could be a news article which positively promotes a new movie with an LGBTQ+ plot or perhaps a short essay illustrating the positive impact that Pride events can have on the community. We'd recommend that everyone writes in favour of, as opposing views, even if fabricated, could be hurtful and inappropriate.
- 02** Your young people could write a letter to your local MP about a topic which affects the LGBTQ+ community. You could ask for school uniform equality for all genders across your county. You could even imagine that it's still 2011 and you're writing to ask for their help to have same-sex marriage legalised.
- 03** Why not try writing an acrostic poem, using the words ACCEPTANCE or BE PROUD AMBASSADORS as your first column. For any English Literature students, your poem or prose about acceptance could be in Shakespearean Iambic Pentameter verse.

ROLE MODELS



AUDRE LORDE

Audre Lorde was an American writer, poet, feminist and civil rights activist. She is best known for her poems that express anger and outrage at civil and social injustices she observed throughout her life. As a lesbian woman of colour, she wrote many impactful poems about the struggles she faced in society; "those of us who stand outside the circle of this society's definition of acceptable women; those of us who are poor, who are lesbians, who are Black, who are older – know that survival is not an academic skill. It is learning how to take our differences and make them strengths."



OSCAR WILDE

One of the most well-known British literary icons in history, Oscar Wilde is best known for his book, *The Picture of Dorian Grey* and his play *The Importance of Being Earnest*. Oscar Wilde was a gay man, although he was forced to keep this a secret because at the time, 1895, homosexuality was illegal. After being found out when a series of love letters got into the wrong hands, Wilde was sentenced to 2 years in prison for gross indecency, following which he became homeless and bankrupt. He sadly contracted meningitis and died at the age of 46.

MATHEMATICS_

ACTIVITY IDEAS

01 Statistics Project. Students create a survey investigating instances of HBT bullying and the occurrence of HBT language in their school, considering the most efficient way to collect and collate data. Students can then analyse results and form the data into a number of charts before presenting their findings. This activity allows students to explore statistical data in an engaging and relatable way and also opens up conversations surrounding HBT bullying and LGBT+ awareness. Stonewall's 2017 school report provides a great example of data reporting in this field.

02 For primary, ask the students to carry out a school wide survey surrounding different types of family units e.g.:

- Two mums
- Two dads
- A mum and dad
- Single parent families
- Families where grandparent are primary caregivers

Students can then look at how they present this in a pie chart. The project can also include an activity where the students draw their families for a display wall to showcase the diversity of family units throughout the school

ROLE MODELS



AUTUMN KENT

Autumn is an American mathematician specialising in topology and geometry at the University of Wisconsin. She has received a number of awards over the course of her career for her work and is an advocate for LGBTQ+ representation in the field of mathematics. Autumn is also a trans woman. In an interview with peer Evelyn Lamb she said: "Listen to us. All marginalized people. Amplify our voices and spread our stories".

MORE IDEAS

- Make sure practice exam questions are representative of a diverse society. I.e. Matthew goes to the supermarket with his two mums. Ensure also that there are a mix of names that are reflective of different ethnic backgrounds.
- Use figures about LGBTQ+ identities in the UK to discuss probability. E.g. How many in the school/town/country will approximately be LGBTQ+, and therefore why it's important to work for equality.

SCIENCE_

ACTIVITY IDEAS

- 01** Take a look at the animal kingdom and instances of homosexuality in animals e.g. Roy and Silo the famous penguins from Central Park zoo who formed a relationship and hatched an egg together. At primary level this could be accompanied by the book 'And Tango Makes Three', based off the story of Roy and Silo. Homosexuality is evident in over 450 species.
- 02** Nature or Nurture: An activity whereby students are given a selection of traits and attributes i.e. hair colour, creativity, intelligence, singing voice, political views. Students then have to sort on a nature/nurture spectrum how these traits are formed or defined. Are they purely one or the other, or a combination of the two? Gender and sexuality can then be introduced to spark discussion.
- 03** Check out our 'Key Terms' worksheet which challenges students to define biological sex, gender identity, sexual orientation and gender expression. This is a great tool for fuelling discussion on the difference between sex and gender in particular, and in turn opening up discourse on trans identities.

ROLE MODELS



FLORENCE NIGHTINGALE

Florence Nightingale, known as the 'Lady of the Lamp' due to her night rounds healing the wounded, was a pioneering figure in defining the sanitary standards of modern medicine. Prior to Nightingale there was little attention given to the sterilisation of wounds. It is speculated that she was a lesbian, due to her own words describing her romantic feelings towards various female figures in her life.

MORE IDEAS

- Take a look at animals where the role of caregiver or offspring carrier is reversed such as seahorses or the midwife toad
- In celebration of Pride Month carry out 'rainbow experiments' exploring the refraction of light.
- Have a role model wall of LGBTQ+ or female scientists in the classroom. So many LGBTQ+ figures have made an extensive contribution to various areas of scientific research.

IT AND COMPUTING_

ACTIVITY IDEAS

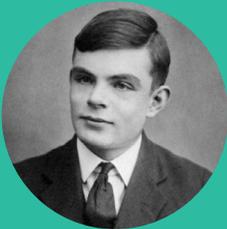
01

Consider Binary (from How to transform your school into an LGBTQ+ friendly place by Dr. Elly Barnes and Dr Anna Carlile: "To understand the concept of the binary system in computing, discuss the meaning of binary in different contexts, understanding that human gender is not binary").

02

Use video recording equipment to create a stop motion film about the Stonewall riots. At primary level students could build a storyboard around the theme of accepting difference and similarly, create a stop motion animation. Use paint or photoshop to create posters about equality, celebrating diversity or identity terms and definitions. These can be stuck up around the school to help form an LGBTQ+ friendly environment

ROLE MODELS



ALAN TURING

Considered the forefather of modern computing, Alan Turing built computers that cracked German cipher codes during WWII and defined the advancement of technology as we understand it today. Turing was convicted of homosexuality in 1954 and underwent chemical castration as punishment. He died two years later from cyanide poisoning. In 2013 he received a posthumous pardon from the queen; an apology for his treatment under the law.



- When looking at examples for website building, having a look at those of LGBTQ+ charities such as Stonewall.
- Design leaflets on Microsoft Publisher for a local pride event.
- Celebrate female role models in computing. Women such as Margaret Hamilton (pictured) who built the software for the Apollo space mission, shattered stereotypes in a male dominated field.

PHYSICAL EDUCATION_

ACTIVITY IDEAS

- 01** Play a game of Capture the Flag, but use flags that represent various LGBTQ+ identities i.e. the trans flag, bi flag, pan flag, asexual flag etc. These can be sourced fairly cheaply, particularly if using smaller flags. After the game discuss the significance of each flag. Or discuss at the start of the game and have a recap quiz at the end for extra points!
- 02** Sadly openly gay sportsmen are few and far between, particularly in traditionally male-centric sports. Have a look at the Out in the Fields report which explores homophobia at sporting events. Have discussions surrounding what can be done to counteract this and build a student led campaign ensuring school sports teams, fixtures and lessons are as inclusive and welcoming as possible.
- 03** Enjoy a game of bulldog. Note how when forces join together they are stronger at letting their opponents infiltrate. Relate this back to the importance of allies and teamwork in battling intolerance and discrimination.

ROLE MODELS



BILLIE JEAN KING

Billie Jean King is a former No 1 world tennis champion, openly lesbian and a gender equality activist. In 1973 she famously beat the chauvinistic male tennis player Bobby Riggs in a match titled 'Battle of the Sexes' which paved the way for women's tennis to be taken seriously and held in the same regard as the men's game

DISCUSSION TOPIC

- Why is women's sport so much less televised than men's?
- PE can be extremely binary, separated into 'boys and girls' both on the field and in the changing room. This can be traumatic for young trans or gender non-conforming people. See our trans support and inclusion guide for best practice and apply mixed gender lessons wherever possible.

ART AND DESIGN_

ACTIVITY IDEAS

01

Create your own version of Gilbert Baker's Pride flag as a class, utilising all the colours and exploring what each of these colours represents. For a real challenge you could use unconventional materials that relate to the following themes:

- Red (Life)
- Orange (Healing)
- Yellow (Sunlight)
- Green (Nature)
- Turquoise (Magic/Art)
- Indigo (Serenity)
- Violet (Spirit)

Modern versions of the flag include black and brown stripes to reflect inter-sectionality of LGBT+ people of colour.

02

Curate a gallery show for Pride Month. The students' pieces could be themed around tolerance and acceptance, LGBTQ+ icons, love, equality, diversity etc. The work could also be centred around quotes relating to these themes. If desired visitors could give a donation towards a charity that champions the aforementioned values upon entry.

03

At primary level, ask students to draw their families. These drawings can then be put up as part of a display. Discuss how the families in the pictures come in different shapes and sizes, are from different places and are made up of different formations (single parent families, families where the grandparents are the primary caregivers, families with same sex parents). This works well in conjunction with the statistics activity from the Mathematics section of this document

ROLE MODELS



FRIDA KAHLO

Frida Kahlo was a Mexican painter whose work has become some of the most instantly recognisable of the 20th century. A role model for bisexual women, people with disabilities and those who identify with androgyny, Kahlo's legacy was more recognised posthumously and her paintings have since sold for millions.



Explore the work of Andy Warhol, a prominent LGBTQ+ figure in the art world. Famed for the pop art movement, this stream of work is both educational and a lot of fun. Students can make their own pop art pieces based on famous figures, iconic objects, their peers or themselves.

DESIGN AND TECHNOLOGY_

ACTIVITY IDEAS

- 01** Consider how designers gender their products and the societal impact this has in perpetuating stereotypes. A clear example is the Bic 'Pen for Her', a pen designed to be ergonomically suitable to females with pink branding and colouring, or various children's toys. Encourage students to design a product that is notably gender neutral. This could be a bag, a celebration cake, a phone case etc. This could lead to a cross-curricular task whereby students create adverts for these products.
- 02** Create pride T-Shirts for a local community or school-based pride event. Tie-dye and various other fabric colour printing techniques could be explored.
- 03** Have a diversity bake off or cook-athon. This could include a rainbow bake sale with funds going to an LGBTQ+ charity or a day whereby everyone brings in a dish that reflects their heritage and classes learn about different cultures.
- 04** In graphic design, ask students to create pronoun badges. You could make this into a competition where by the winner's design is rolled out throughout the entirety of the student and staff body.

ROLE MODELS



JACK MONROE

Jack is non-binary and goes by both 'she/her' and 'they/them' pronouns. Jack was a fire-fighter but after having a child was unable to make childcare arrangements and commit to the shift patterns. During their period of unemployment Jack and their child lived in poverty. Living off of sustenance from food banks, Jack developed a passion for accessible but nutritious low-budget cooking. Jack has since become a cook, food writer and blogger, writing recipe books that use simple ingredients, attainable for those on even the lowest incomes

MORE IDEAS

- Try not to specify that 'girls must tie their hair back'. This perpetuates the idea that long hair only applies to female students.
- Look at the work of LGBTQ+ fashion designers such as Versace, Alexander McQueen and Yves St Laurent.

DRAMA_

ACTIVITY IDEAS

01 Discuss the common tropes of LGBTQ+ characters and how they have historically been performed on stage and screen. Do some script work using LGBTQ+ centric texts. Some examples could include *A Beautiful Thing* by Jonathan Harvey, *Citizenship* by Mark Ravenhill, *Angels in America* by Tony Kushner, *Bent* by Martin Sherman. Discuss the representation of the central figures as rounded humanised characters in these pieces against the more problematic tropes (e.g. gay men as accessories or comedic foil).

02 Do an exercise in physicality that explores gender stereotypes. Students walk around the room as the facilitator calls out different occupations, typically associated with a particular gender (i.e. builder, secretary, glamour model). You could then use occupations with a gendered suffix i.e. actor, actress. Note what changes in their physicality between the roles. Do they physically exert traditional notions of masculinity and femininity? Why is this? Discuss.

03 At primary level, ask students to devise a short piece with 'accepting difference' as the theme. In the piece one or more characters should be 'othered' due to their difference. In the end the other characters accept the difference and live as a unified group. Use *Elmer the elephant* by David McKee or *The Sneetches* by Dr Seuss as stimulus. At secondary level the more harmful effects of othering, discrimination, segregation and exclusion can be explored. Pieces could potentially be performed during an assembly or as part of a Diversity Week.

ROLE MODELS



LAVERNE COX

Laverne Cox is a transgender actor in the U.S. She is the first openly transgender actor to be nominated for an Emmy. Cox consistently uses her platform as a successful actor to raise awareness about issues of discrimination facing the trans community. After receiving her Emmy nomination, she said 'I can't help but remember it is still a state of emergency for far too many trans people across this country right now. We need love, and support. We need public policy and our fellow citizens to value our lives and our humanity'.

MORE IDEAS

- For roles in school plays or classroom scripted pieces, be lax on gendered casting. This is more inclusive and can prompt interesting discussion.
- Look at modern drag queens and kings, cross-dressing in Shakespearean times and pantomime dames as examples of performing gender.
- Avoid asking for 'strong boys' to help with lifting heavy objects. This perpetuates outdated gender stereotypes.

HISTORY_

ACTIVITY IDEAS

01

Create a timeline of the key moments for LGBTQ+ rights across the world from the Stonewall Riots in 1969 to the present day. Explain the impact of each moment.

02

Write a biography for an LGBTQ+ person who you believe was an important figure to a specific moment in history. Try and use a variety of different resources to find interesting facts about this person's life. Consider the impact they had on society through their actions. Use the role models in this pack or ask students to research their own.

03

Look at newspaper clippings and advertisements and discuss how societal attitudes towards the role of women have changed since their publications. In doing so also delve into the suffragette movement. Make picket signs for equal voting rights, write a diary entry of Emmeline Pankhurst or a letter to the government of early 20th century Britain persuading them to instate equal votes for women.

ROLE MODELS



MARSHA P. JOHNSON

Marsha P. Johnson was a transgender activist in the U.S. during the gay liberation movement. Johnson was known as a key figure in the Stonewall Riots, which kicked off the gay rights movement after police faced resistance from the community as they attempted. The Stonewall Riots significantly changed the situation for LGBTQ+ people. In the later years of their life Johnson was an avid AIDS activist until their death in 1992.



MARK ASHTON

Mark Ashton was a gay liberation activist who founded Lesbians and Gays Support the Miners in 1984. At a time when mines were closing across the country Ashton and his peers bridged a gap of support between the LGBTQ+ community and rural and industrial areas where attitudes towards LGBTQ+ people were often negative. The movement took a huge step in securing changes in legislation towards LGBTQ+ equality. The story of Ashton and LGSM is depicted in the 2014 critically acclaimed film 'Pride'.

GEOGRAPHY_

ACTIVITY IDEAS

01 Look at LGBTQ+ rights around the world. Although we've come a long way in terms of rights in the UK, homosexuality is illegal in 77 countries and punishable by death in 7 of these. Discuss why these attitudes are in place and what has to change. Students could even start petitions or write letters to MPs. There are maps that show approaches to LGBTQ+ laws around the world using colour coding which will help more visual learners. Alongside exploring this, there are numerous examples of LGBTQ+ asylum seekers and refugees who have fled their native country due to homophobic laws and/or attacks. Look at these news reports as case studies when teaching streams of work on asylum or immigration.

02 Have a cultural diversity day. This works particularly well at primary level. Students can research and give presentations on the culture of different countries. The clothes, the food, the music, the language. If you have a particularly culturally diverse class, students could bring in items or food from their homes. Students could learn to make a dish, use a musical instrument, read some folklore. Use alongside other works streams involving difference and unity and how we can all learn from each other.

03 Study cultures that have a recognised third gender, such as Native American Culture where Two Spirit is a classified gender identity. There is also Mahu in Hawaiian, Muxe in Mexican culture and a third gender from the Japanese Edo period called Wakashu, as displayed in many of the art pieces of the time. Discuss how Western binary ideals have conflicted with societal third genders.

ROLE MODELS



ALICE NKOM

Alice Nkom, a Cameroonian lawyer, was the first French speaking black female called to the bar at age 24. She has been instrumental in her advocacy for the decriminalisation of homosexuality in Cameroon, founding ADEFHO, an LGBTQ+ advocacy group and acting as a key note speaker at the UN human rights conference twice.

MORE IDEAS

- Have a display board depicting Pride celebrations around the world for Pride month. Discuss the different challenges these Pride events face based on their geographical location.
- Explore the significance of flags both as indicators of a country and as indicators of communities. Discuss what the purpose of flags are both in relation to national identity and communal identity.

MUSIC_

ACTIVITY IDEAS

- 01** Discuss how music can often be political with the exploration of protest songs. Protest music has been particularly integral within the African-American civil rights movement; 'Strange Fruit' by Billie Holiday and 'Mississippi Goddamn' by Nina Simone being two prime examples. Beyond this movement Edwin Starr's 'War' laments the destructiveness of The Vietnam War, The Gossip's 'Standing in the Way of Control' protests antisame sex marriage laws and Bronski Beat's 'Smalltown Boy' depicts the fear and loathing that gay men experienced growing up in the 80s. Students could be tasked to write their own protest song, promoting the values of equality.
- 02** In celebration of Bi-visibility day (23rd September annually), listen to the music of bi artists such as David Bowie, Janis Joplin and Freddie Mercury. Quite often bi artists in the past have been categorized into straight or gay (Freddie Mercury being a key example), which can be used as a vehicle to discuss bi-erasure.
- 03** Once a week play a piece of music from a different country to celebrate the differences in music from around the world. Listen out for the different instruments used and what atmosphere the tone and timbre of the pieces evoke.

ROLE MODELS



ELTON JOHN

With a career spanning over six decades, Elton John is considered one of the most prolific singers and songwriters of all time. With hits such as 'Your Song', 'Tiny Dancer' as well as the soundtrack to Disney's The Lion King, John's songs are well known all over the world. In 2019 'Rocket Man' a biographical film depicting his life was released. He has been married to film maker David Furnish since 2005 and has been a staunch advocate for AIDS activism and LGBT+ rights across the world



FREDDIE MERCURY

As frontman of the rock band Queen, Freddie Mercury is considered one of the greatest icons of music. A formindable vocalist and performer, Mercury was also a bisexual man and had relationships with both men and women. Unfortunately Mercury died in 1991 due to complications related to AIDS. His legacy lives on through the music of Queen and his status as an icon.

LANGUAGES_

ACTIVITY IDEAS

01

Create an identity wall in another language. Each student has their photo or a drawing of themselves on a display and labels the images with information such as:

- Hair colour
- Eye colour
- Where they are from
- What they want to be
- What they enjoy
- Adjectives that describe them.

This is a great way to celebrate individuality and difference whilst using linguistic skills in self-describing. Students can present their identity profiles to the class to practice speaking.

02

Ask the students to create a children's book around the theme of different families in another language. This a great creative activity that explores the use of basic language surrounding families, relationships and pets. Emphasis should be on how families can come in different forms i.e. single parent, same sex parents, grandparents as the primary caregiver. With older students this could go into even more detail.

03

With older students, conduct a debate/discussion/research project surrounding gender neutral language. French, German, Greek and Spanish are all extremely gendered languages meaning constructing gender-neutral phrases is particularly challenging and often not possible. Is there a way around this? Discuss gender non-specific pronouns in other languages i.e. they/them in English, Hen in Swedish.

MORE IDEAS

红色
橘色
黄色
绿色
蓝色
紫色

ROUGE
ORANGE
JAUNE
VERT
BLEU
VIOLET

ROT
ORANGE
GELB
GRÜN
BLAU
LILA

On The Diana Award Anti-HBT resource hub you will find a selection of print out pride flags featuring colour translations in French, Spanish, Italian, German, Punjabi and Mandarin. This is a great visual reminder of the colours in different languages, whilst also maintaining LGBTQ+ visibility in a classroom setting.

For older students consider a screening of Les Invisibles in French. This 2012 French documentary interviews older gay men and women about their experiences of being open about their orientation at a time when this was not widely accepted in French society. Available to purchase.

RELIGIOUS STUDIES_

ACTIVITY IDEAS

01

Often religion and LGBTQ+ identity can be viewed as being mutually exclusive and incompatible. However of course, LGBTQ+ people exist in all communities and in many ways, being part of a religious community and an LGBTQ+ community have a number of similarities. Create a venn diagram and discuss the differences and similarities between these types of community. Things to consider:

- Sense of identity and belonging.
- Visual symbols that represent faith/identity e.g. crucifix, rainbow flag
- Are individuals usually born into their community or do they have to seek it out?
- Do both communities come under scrutiny?

For more advanced or older students add a third circle to the diagram, 'belief'.

02

There are so many fantastically inclusive places of worship across all faiths and denominations.

Ask the students to design an inclusive place of worship that is welcoming and accessible to everyone. Think about the physical environment, services offered, events etc.

Teams can then pitch their plans for an inclusive place of worship to the rest of the class.

ROLE MODELS



GENE ROBINSON

Gene Robinson is a former Bishop of New Hampshire. He is known as being the first ever priest in an openly gay relationship to be consecrated as a bishop in 2003. He has since retired from his post.



LUDOVIC-MOHAMED ZAHED

Zahed is an openly gay imam (muslim faith leader) and founded Europe's first inclusive mosque in Paris, including an LGBTQ+ friendly prayer room. He has been an outspoken activist of issues such as same sex marriage, women's liberation and HIV treatment.

Useful Links

www.net-aware.org.uk

Provided by O2 & NSPCC, this online tool is designed to help anyone understand what online applications do and how to use them

Access further information and advice on antibullyingpro.com/support-centre

Access free anti-bullying training online for all your staff team from the Anti-Bullying Alliance on anti-bullyingalliance.org.uk/tools-information/

Crisis Messenger Service

Text **DA** to **85258** if you are a young person experiencing a crisis, including being bullied for your gender identity or sexual orientation.

Educators Against Bullying

fb.com/groups/educatorsagainstbullying
We want to invite you to join a Facebook group for teachers, youth workers and other educators to share good practice, seek advice and support each other around the issue of bullying.

For more information, please contact antibullying@diana-award.org.uk



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