

Teacher essentials:

Keywords in relation to gender, sex and orientation.

Freya Model

Protected characteristics

Misogyny

Homophobic language

LO: To know what equality truly means, the characteristics protected by law and what it would mean if these laws were broken and understand LGBTQ+ terminology.
Look at if systemically we do have equality really?

R4. the difference between biological sex, gender identity and sexual orientation

R5. to recognise that sexual attraction and sexuality are diverse

Do Now Activity

How is there diversity in this room now?

Why are stereotypes harmful?

What is meant by sexual orientation?

How many different sexualities can you name?



Image to depict the word



Definition

Diverse

Examples of how
people are diverse

Why it is important to have
diversity

Image to depict the word



Definition

Having variety
Including or involving people from
a range of different social and
ethnic backgrounds and of
different genders, sexual
orientations, etc.

Diverse

Examples of how
people are diverse

Age
Ethnicity
Gender
Physical abilities
Religion
Personality

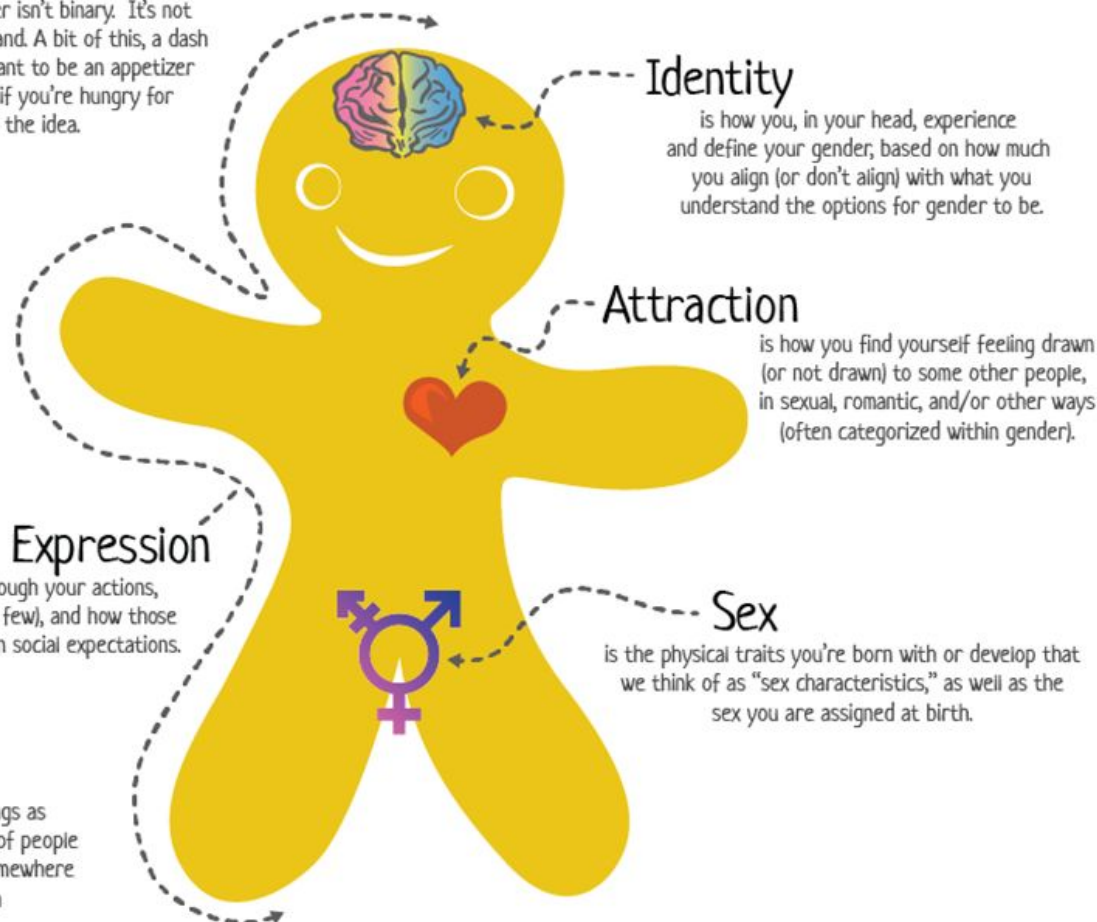
Why it is important to have
diversity

We can learn from each
other
We can have a variety of
experiences
Understand that we are all
unique

The Genderbread Person

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



Identity

is how you, in your head, experience and define your gender; based on how much you align (or don't align) with what you understand the options for gender to be.

Attraction

is how you find yourself feeling drawn (or not drawn) to some other people, in sexual, romantic, and/or other ways (often categorized within gender).

Sex

is the physical traits you're born with or develop that we think of as "sex characteristics," as well as the sex you are assigned at birth.

Expression

is how you present gender (through your actions, clothing, and demeanor; to name a few), and how those presentations are viewed based on social expectations.

We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each



Gender Identity



personality traits, jobs, hobbies, likes,
dislikes, roles, expectations

common GENDER IDENTITY things



Gender Expression

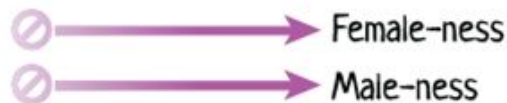


style, grooming, clothing, mannerisms,
affect, appearance, hair, make-up

common GENDER EXPRESSION things



Anatomical Sex



body hair, chest, hips, shoulders, hormones
penis, vulva, chromosomes, voice pitch

common ANATOMICAL SEX things

Identity $\neq$ Expression $\neq$ Sex
Gender $\neq$ Sexual Orientation

Sex Assigned At Birth

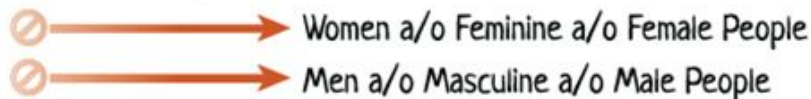
☐ Female ☐ Intersex ☐ Male

Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life). Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).

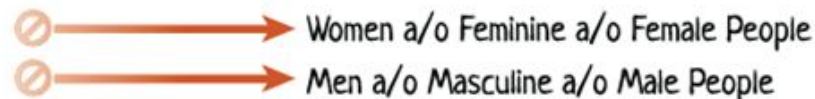


Sexually Attracted to...

and/or (a/o)



Romantically Attracted to...

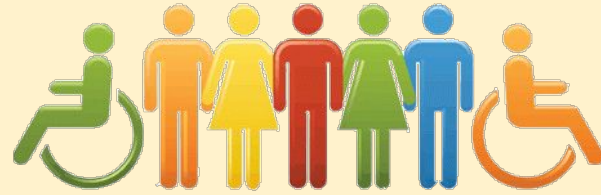




**What is meant by
the word equality?
Can you think of
any examples?**



What is equality?



What is equality?

Equality is about **ensuring that every individual has an equal opportunity** to make the most of their lives and talents.

It is also the belief that **no one should have poorer life chances** because of the way they were born, where they come from, what they believe, or whether they have a disability.

The Equality Act

In the UK we have an Equality Act that became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation.

Under the Equality Act, there are nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation



Equality Act 2010

Protected Characteristics



Age



Sex



Disability



Ethnicity



Gender
Reassignment



Religion /
Belief



Sexual
Orientation



Marriage / Civil
Partnership



Pregnancy /
Maternity

Equality - Misogyny



Write down as many things that you know about misogyny as possible. This could include... examples, what it means, why it exists, who does it.

Misogyny is defined as hatred of, aversion to, or prejudice against women.

Do we have equality? - Gender



Discuss: Do you think we have gender equality in the UK? Make sure to backup your answer.

Women today, although not discriminated against directly in law, do face discrimination with things like the gender pay gap.

This consequently means women in 2020 could earn 15.5% less than men in the same sector, doing the same job as them.

If true gender equality is the goal, then society is still miles away from achieving it.

THE
HISTORY
OF
WOMEN'S
RIGHTS



 **UN**
WOMEN 

What has it got to do with us in school though?

We have come a long way as a school in understanding what is acceptable to say and what is not.

However, there is still some language being used around school that is **not acceptable**.

Discuss: Talk to those around you about the kind of language you may have heard that you don't think is acceptable, thinking specifically about misogyny.

Feminism

Is feminism a good thing?

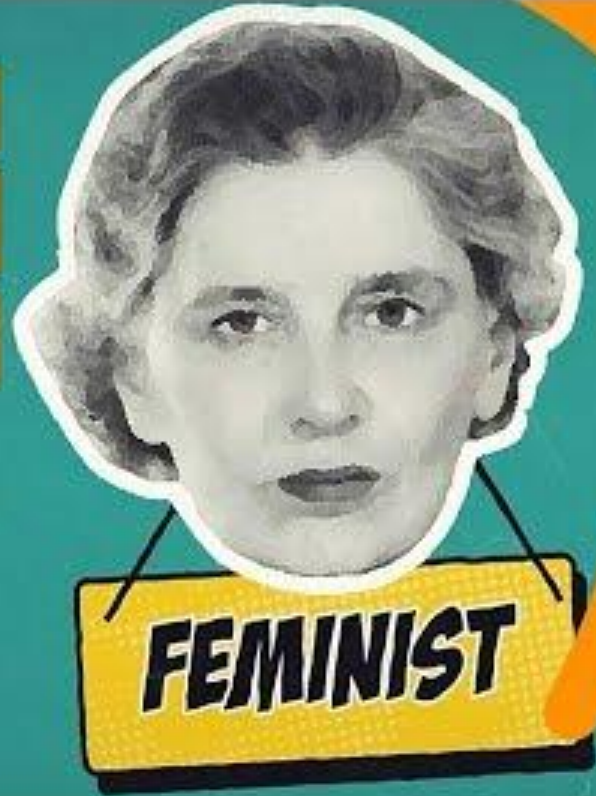
What do you know about feminism?



Feminism

Feminism is not man hating, it is the belief that all human beings should be equal

WHAT DOES
IT MEAN
TO BE A...



Sexist language and acts

Sometimes it is more about how you say something than the actual words you say.

We are going to look at a few examples and you need to discuss your thoughts on each one.

Is what is happening okay? What is wrong with it? What should have been said instead?

**IT'S NOT WHAT
YOU SAY, IT'S HOW
YOU SAY IT.**

Proverb

PICTUREQUOTES.COM

Example 1

Sarah and her friends are walking down the corridor between lessons. When a group of boys walk past they wolf whistle and one of the boys winks at Sarah. Sarah feels really uncomfortable with the interaction. She laughs off what has happened with her friends but over the next few days she doesn't feel comfortable walking from lesson to lesson.

Discuss: What should Sarah do about this situation? Who is the best person to tell? Is it okay to do nothing about it?

Example 2

Robert is hanging out with his friends at lunchtime. They are all laughing and joking and talking about what they got up to last night. Dane asks Robert why he went offline early from Xbox and Robert explains he had to do the dishes after tea. Dane tells Robert that he should have made his Mum do it as she is a woman and women belong in the kitchen.

Discuss: What is wrong with what Dane has said to Robert? How should Robert react? What does this say about Dane?

Example 3

Laura is lining up with her class outside for PE. She has always been good friends with the boys in her friend group and recently they have started being more flirty with her. One minute they are complimenting her and the next they are making fun of her and laughing, saying it is just a joke. One boy, Aaron, starts pushing her with his elbow and winking at her. Laura doesn't like the way he is making contact with her body so she asks him to stop. Aaron just laughs it off. Over the next few days, Aaron is always in her personal space and Laura doesn't like it.

Discuss: What advice would you give Laura?

**Is it mainly sexist language we hear?
What other harmful language do we
hear?**



'THAT'S SO GAY.'
LET'S BE HONEST, IT'S PROBABLY NOT.

Gay. Let's get over it.



@stonewalluk



facebook.com/stonewalluk



Using Homophobic, Biphobic,
Transphobic language is a Hate
crime

This means it is against the law
and as such people can be
arrested and prosecuted in a
court of law

When we refer to something as
gay we imply that 'gay' is bad
It is always harmful, pejorative
and homophobic

GAY.
LET'S GET THE
MEANING STRAIGHT.

Gay. Let's get over it.



@stonewallcymru



facebook.com/stonewallcymru



What do you mean when you say?

"Your bag is gay"

" You're so gay"

" Don't be queer"

"That was gay"

"Those shoes are gay"

"You faggot"

"What a homo"



What do you mean when you say?



"Your bag is **stupid**"

" You're so **gullible**"

" Don't be **idiotic**"

"That was **pointless**"

"Those shoes are **bad**"

"You **loser**"

"What a **jerk**"

Language unwelcome in society



- Overt sexualised nature
- Language which discriminates

Discuss: What assumptions can you make of people who use language like this?

What image are people projecting of themselves who use language like this?



It is always the right time to do the
right thing.

— *Martin Luther King* —

AZ QUOTES

We're blaming 'society,' yet
we are society. So to make
it a better place, we must
change ourselves first.

Be the change you want to see



What can we do to make our society feel more inclusive and welcoming?

On your whiteboard...

What can you do to make those around you feel more inclusive and welcomed?

Need support?

Talk to a caring friend or trusted adult (teacher, parent, coach, etc.).

Reach out to a hotline like the Samaritans.

Educate yourself using resources like LGBT Foundation, MindOut, or Stonewall.

Check out the Pride Club here at BPA!