



## LGBTQ+ and Pride Awareness Month – June

As an employer and as educators of children, we want people to be confident to be themselves. We understand why our employees should feel welcome, respected and represented at work. We know that inclusion drives better individual and organisational outcomes. And we believe that staff must be able to bring their whole selves to work, because when LGBTQ+ employees feel free to be themselves, everybody benefits. The Learning Alliance is committed to equality, diversity and inclusion.

### What is LGBTQ+?

LGBTQ+ stands for 'lesbian', 'gay', 'bi', 'transgender' and 'queer' or 'questioning'. The '+' is the symbol used to shorten the acronym but be inclusive of all sexual orientations and gender identities (as terms are always evolving), and allies, who believe and fight for the inclusion and safety of LGBTQ people.

### Pride

Pride is a global movement fighting for equal rights for LGBTQ+ people all over the world. June marks Pride month when LGBTQ+ people and their allies come together worldwide, to celebrate diversity, unity and solidarity. 2022 marks the 50th anniversary of the very first Pride March in the UK on 1 July 1972.



### The Pride Flag

The most known symbol associated with the LGBTQ+ movement is the rainbow flag. The rainbow 'Pride' flag was designed in 1978 by Gilbert Baker for the San Francisco Gay Freedom Celebration. The flag has since gone on to represent the spectrum of marginalised persons and sexualised identities around the world, especially in their effort for recognition, self-empowerment and equal rights.

Within the LGBTQ group, there is a wide variety of subcultures, genders, and identities who all have their own flags. These flags provide representation for the individual LGBTQ communities, their unique stories, perspectives, histories, and experiences.

### LGBTQ+ Friendly Schools

Will you be discussing the history of LGBTQ+ and Pride with pupils in your classes? How do we encourage staff and students to feel confident to bring their whole selves to school? Are our students represented in the resources we use and the books we provide? What can we learn from each other about being more inclusive, and how are we celebrating our diverse staff and student body? These are reflections that could take place in form time or the staff briefing.



## **Celebrate Pride's 50th anniversary this year in your local town or city**

Pride celebrations are taking place all over the country and many of our staff and students may be planning to attend events. Here is a list of Pride events in towns and cities local to our TLA schools, with some dates still to be confirmed:

**Chester 13 August**

**Liverpool 30 July**

**Stoke on Trent TBC**

**Congleton 23 July**

**Manchester 26-29 August**

**Crewe 'Pride in the Park' TBC**

**Nantwich 16 July**

The next section on pronouns and inclusive tips may be useful to share with pupils too.

### **Being considerate with pronouns**

It is encouraging to see more staff including their preferred pronouns on emails, for how they would like others to refer to them.

Pronouns are words such as:

- She/her/hers – for someone who might identify as female
- He/him/His – for someone who might identify as male
- They/them/their – for someone who might not identify as male or female, these pronouns are 'gender neutral'. They are also used when referring to multiple people.

Not everyone identifies as male or female, or their appearance or name might not conform to 'traditional' ideas of male or female. Using these pronouns helps prevent people making assumptions about someone's gender and them feeling excluded; it shows you acknowledge their gender identity.

### **Here are some tips on ways you can try to make people feel more included:**

- Try to introduce yourself with your pronouns, e.g. "I'm [your name], my pronouns are 'she/her', 'him/he' or 'they/them'."
- You can ask "What pronouns do you use?"
- Try using "they", "them" or "their" pronouns if they haven't been specified.
- Consider using gender-neutral language – for example, terms like "guys" can be replaced with "all" or "colleagues". "Chairman" can be replaced with "chairperson" or "chair" and "police officer" is more inclusive than "policeman".
- It can help to use "they", "them" or "their" if you're not sure of someone's preferred pronouns.

### **Positive News Stories**

Cheshire and Merseyside Adult Gender Identity Collaborative (CMAGIC) has joined forces with MSB Solicitors to deliver a free name change service for members of the Trans, Non-Binary and Intersex Community.

The Church of Scotland has voted to allow clergy to conduct same-sex marriages for the first time. Members of the General Assembly in Edinburgh voted to change church law following years of campaigning. It means same-sex couples will be able to marry in church in services conducted by ministers.

A rainbow 50p coin will be minted to mark the 50th anniversary of the Pride movement in the UK. The coin features Pride in London's values of Protest, Visibility, Unity, and Equality in rainbows with

the Pride progression flag. It has been designed by Dominique Holmes, an east London artist, writer, and LGBTQ+ activist. This will be the first time the LGBTQ+ community has been celebrated on an official UK coin.

### Further Resources

LGBT+ History Month – [General Resources](#)      The Proud Trust – [LGBT+ History Month resources](#)  
Stonewall [list of LGBTQ+ inclusive books](#) for children and young people  
Stonewall LGBT Work Report [LGBT in Britain - Work \(stonewall.org.uk\)](#)  
TED – [Love is love – seven personal stories of love and commitment in the LGBTQ community](#)

You can read more about LGBT History on the following sites:

- Young Stonewall – [10 events from LGBT history](#)
- The British Library – [A short history of LGBT rights in the UK](#)
- English Heritage – [Stories of England's LGBTQ past](#)
- Kings College London – [Video – History of LGBT rights in the UK: A long road to equality](#)

*Please send any pictures of LGBTQ+ and Pride awareness events in school for the TLA website to [ltakaki@thelearningalliance.co.uk](mailto:ltakaki@thelearningalliance.co.uk). I would like to hear from staff who are passionate about equality, diversity, and inclusion, and who want to positively contribute to promoting EDI in TLA.*

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