



GMCA

**GREATER
MANCHESTER
COMBINED
AUTHORITY**

Why LGBTQ+ History?

1988 - 2003 Section 28 had given permission for homophobia, making LGBTQ+ people invisible.



Schools “Shall not intentionally promote homosexuality or publish material with the intention of promoting homosexuality“

LGBTQ+ people and issues were invisible in schools.

Pupils could be reading books by LGBTQ+ authors and never be told!

Teachers that were LGBTQ+ were mostly firmly in the closet.

Key terminology

- ❑ **Lesbian** refers to a woman who has a romantic, emotional and/or sexual orientation towards women. Some non-binary people may also identify with this term.
- ❑ **Gay** refers to a man who has a romantic, emotional and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality. Some women and non-binary people use this term.
- ❑ **Bi** is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.
- ❑ **Trans** is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.
- ❑ **Queer** is often used as a more fluid term to describe someone's romantic/sexual/emotional attraction to others and/or their gender identity. Queer has been and still can be used as a slur, others view it as a word that has been reclaimed.
- ❑ **+** is used to express the inclusion of the broad range of identities held by people within the community, e.g. asexual

He/Him. She/her. They/Them.

Some people don't feel like traditional gender pronouns (she/her, he/him) fit their gender identities.

Trans, non-binary, gender fluid, and other gender-variant people may choose different pronouns for themselves.

It normalises discussions about gender.

A conversation that benefits everyone.

But first and foremost it welcomes everyone to our service.

Use of Pronouns

Ask. Don't assume.

Normalizing asking for someone's pronouns is important as it helps trans and non-binary people everywhere!



GMCA

GREATER
MANCHESTER
COMBINED
AUTHORITY

Equal
adoption
rights for
same
gender
couples
2002

Equality Act
in England
Scotland and
Wales **2010**

Gender
Recognition
Act
2004

Age of
consent for
gay and bi
men
equalised
2001

Decriminalisation of
consensual
'homosexual acts'
between men in
England and Wales
1967



Equal
Marriage
England
and Wales
2013

Education:

In 2021, among LGBTQ+ young people 47% said their experience being LGBTQ+ at school or college was good. 41% said their experience was neutral.

Higher education students intend to be more open, increasing from 64% at school or college to an expected 82% at university or college.

Feelings of uncertainty account for 13% of students, how open they will be as they take the next step into higher education.

We hope that doing presentations like this one in schools will improve the above figures.

A woman with long dark hair, wearing a patterned shawl, is shown in profile on the left against a purple background. A man with short dark hair, wearing a dark shirt, is shown in profile on the right against a red background. They are facing each other. The text "Allyship at Netflix" is centered between them.

Allyship at Netflix



Stepping up as an Ally

This Month I will

Going forward I will



Some Tips

- ☐ **Introduce** your self with pronouns.
- ☐ **Talk openly** about current topics.
- ☐ **Challenge** any derogative comments or banter.
- ☐ **Listen:** If a friends or family want to talk about LGBTQ+ issues, or concerns, be clear you will support them.
- ☐ **Explain** why equality and inclusion is important to you.
- ☐ **Recognise** and celebrate diversity, look at ways to be more inclusive.

LGBT
foundation

External Networks

biphoria
bisexual space and voice since 1994

UK
BLACK
PRIDE

- Lesbian
- Gay
- Bisexual
- Trans
- History
- Month

SCHOOLS OUT UK



Inclusivity in the Fire Service

All employees will:

Create a positive and inclusive working environment where the diversity of our workforce is embraced.

- **Create an environment whereby inappropriate behaviour and language is challenged and not accepted.**
- **Challenge inappropriate behaviour in a respectful manner that fosters good relationships by educating and informing if appropriate.**
- **Use appropriate and inclusive language.**
- **Treat everyone with respect and value differences.**
- **Be a positive role model and ally.**
- **Raise awareness of and promote Staff Networks: LGBT and Allies, BAME, Women's and Dis-Ability to colleagues.**

Rainbow (LGBTQI+) Network

8 stripe rainbow lanyard

The fire service have included the black and brown stripe to our rainbow lanyards.

The additional stripes represent LGBTQ+ people of colour, who can often be over looked within the LGBTQ+ community.

So much has happened since then. A lot of good, but there's more we can do. Especially when it comes to recognising people of colour in the LGBTQ+ community and beyond.

The expansion of the colours to include black and brown may seem like a small step, but together we can make big strides toward a truly inclusive community.



Remember....

Be you, Be Happy, Be Kind

