



# RENFREW HIGH SCHOOL LGBT CHARTER TRAINING PARENT & CARER BRIEFING



@renfrew\_high  
@equalities\_rhs



@LGBTYS

# WHAT IS COVERED IN THIS BRIEFING?

This session will cover :

- Our LGBT Charter Journey
- Professional Responsibilities
- LGBT+ Terminology
- Pronouns
- Language
- Clubs & Committees
- Support available in school
- Further support resources & organisations

# At Renfrew High School our values are Care, Fairness, Respect & Trust.

We strive to make our school a safe and inclusive place for all, where diversity is not only respected but celebrated. We are committed to promoting a positive and diverse culture in which all people are valued and supported to fulfil their potential, irrespective of their gender identity or sexual orientation.



# WHAT IS THE LGBT YOUTH SCOTLAND SCHOOL CHARTER?

The LGBT Charter is a programme that enables our school to proactively improve LGBT inclusion for staff, learners and families through meeting set goals and standards set out by LGBT Youth Scotland. Our goal in undertaking this programme is to ensure all staff, parents/carers and young people are safe, supported and included.

Renfrew High School has been working through the Charter milestones over the past 5 years, and we are delighted to announce that we successfully achieved the **Gold** Charter Award in 2023!

This award is recognition of our dedication to LGBT inclusion, which is embedded in our school ethos and promoted through our curriculum.



# LGBT YOUTH SCOTLAND – LGBT AWARENESS TRAINING

As part of the LGBT Charter programme, our staff were encouraged to carry out LGBT Awareness Training to improve their knowledge and understanding of LGBT Terminology and the experiences of LGBT young people in schools.

Over 60% of our staff completed the training course in February 2022, and 100% of our staff were issued with a briefing session of this training in October 2022.

This briefing today is to ensure **parents and carers** also receive some of the information from that training, so that we can best support our pupils both in school and at home.



# PROFESSIONAL RESPONSIBILITIES

**Why is Renfrew High School following the Charter Programme and providing its staff with LGBT awareness training?**

Undertaking the LGBT Youth Scotland Charter Programmes aids us as professionals in upholding the principles of the following legislation, policy and guidelines:



# PROFESSIONAL RESPONSIBILITIES

## 1. The Equality Act (2010)

“The Act creates a duty on public bodies to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation;
  - Advance equality of opportunity; and, to foster good relations between people who share a relevant protected characteristic and those who do not.”
- Scottish Government**



# PROFESSIONAL RESPONSIBILITIES

## 2. Getting it Right for Every Child (GIRFEC)

“At home, in school or the wider community, every child and young person should be:  
Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included”

**The Scottish Government**

## 3. GTCS Standards for Registration

“Commit to and demonstrate equity and inclusion to advance equality of opportunity between learners who share a relevant protected characteristic and those who do not and foster good relations;”

**GTCS Standards for Full Registration 3.2.3**



# PROFESSIONAL RESPONSIBILITIES

## 4. The United Nations Convention on the Rights of the Child (UNCRC)

**Article 2:** The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

**Article 13:** Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

**Article 29:** Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect - for human rights, as well as respect for their parents, their own and other cultures, and the environment.

**RENFREW HIGH SCHOOL IS A RIGHTS RESPECTING SCHOOL**



# PROFESSIONAL RESPONSIBILITIES

## 5. Supporting Transgender Pupils – Scottish Government Guidance

This guidance outlines both why schools have a responsibility to support transgender and non-binary young people but also provides guidance on what this support should look like in schools.

“Children have the right to information that is important to their health and wellbeing. For transgender young people, this includes telling them about the support available”

“Schools have a key role in keeping transgender young people safe from bullying, including transphobic bullying”

**The Scottish Government**

# LGBT TERMINOLOGY

**Have you ever wondered...**

**What do the different letters in the acronym stand for?**

**What are all the different flags?**

**What's the difference between Sexual Orientation and Gender Identity?**

**Sexual Orientation** can be described as a person's attraction towards their own sex, the opposite sex or more than one sex.

**Gender Identity** refers to a person's innate sense of their own gender. This may or may not correspond to the sex they were assigned at birth.

**Read on for a list of definitions and flags . . .**

# LGBT TERMINOLOGY

## Sexual Orientation

**Lesbian:** A girl or woman who is emotionally and/or sexually attracted to other girls or women.

**Gay:** Someone who is emotionally and/or sexually attracted to people of the same gender. (People of any gender use this term).

**Bisexual:** A person who is emotionally and/or sexually attracted to more than one gender.

**Pansexual:** A person who is emotionally and/or sexually attracted towards people regardless of their sex or gender identity and/or attracted to all gender identities.



# LGBT TERMINOLOGY

## Sexual Orientation

**Asexual:** A person who may not experience sexual attraction. It may be considered a sexual orientation or the lack thereof. Can be used an umbrella term for asexual sub-identities.



**Heterosexual:** Someone who is emotionally and/or sexually attracted to people of the opposite gender. It is important that there are terms for opposite sex attraction to avoid using terms such as 'normal'.

**LGBT+ Ally:** This is not a sexual orientation but means a person who supports members of the LGBT community, supports equal rights for all LGBT people and actively challenges homophobia, biphobia and transphobia. Many staff members at Renfrew High School consider themselves an LGBT Ally.



# LGBT TERMINOLOGY

## Gender Identity

**Gender Identity:** Refers to a person's innate sense of their own gender. This may or may not correspond to the sex assigned at birth. To better understand gender identity, it can be helpful to stop thinking of gender as 'binary' (composed of only 2 things), but as a much more complex and nuanced concept shaped by culture, society and history.



**Transgender:** An umbrella term for someone whose gender identity or expression differs in some way from the sex assigned to them at birth. Transgender is commonly shortened to Trans. A trans person does not need to have undergone medical surgery to identify as trans.





# LGBT TERMINOLOGY

## Gender Identity

**Non-Binary:** People who do not identify exclusively as male or female or fall into the 'gender binary'. Non-binary can be used as an umbrella term for other identities such as gender non-conforming, genderqueer, genderfluid. Some non-binary non binary people **may** use gender neutral pronouns such as they/them.



**Cisgender:** individuals who have a match between the sex they were assigned at birth, their bodies and their personal identity. By having a term for people whose gender identity matches their assigned sex at birth we can avoid using descriptions such as 'trans people' and 'normal people'. Instead we can talk about transgender (trans) people and cisgender (cis) people.

# LGBT TERMINOLOGY

**Queer:** An umbrella term used for diverse sexual orientations or gender identities that are not heterosexual and do not fit within a gender binary.



**Intersex:** Someone whose biological sex is different in some way from what is traditionally considered clearly male or female. Intersex as a term does not sit under sexual orientation or gender identity. Intersex relates to biological characteristics of assigned sex rather than gender identity. There are many different ways to be intersex, it can be related to chromosomes, hormones or sex characteristics.



# PRONOUNS

Pronouns are used in place of a proper noun (like someone's name). We use pronouns most often when referring to someone without using their name. Identity cannot be assumed. It's best to **ask** a person the name they go by and pronouns they use.

In English, our most commonly used pronouns (he/she) specifically refer to a person's gender. For queer, non-binary, and transgender people, these pronouns may not fit, can create discomfort, or can cause stress/anxiety.

It is important to **RESPECT** the pronouns that an individual chooses to use.



# LANGUAGE

At Renfrew High we always challenge language that could be considered homophobic, biphobic or transphobic.

**We ask that parents/carers do the same at home.**

**'YOUR SO GAY.'**

**CAN YOU SPOT TWO COMMON MISTAKES?**

**GAY.**

**LET'S GET THE  
MEANING STRAIGHT.**



## USEFUL PHRASES

Finding the right words can be difficult. Here are some useful phrases to address the use of the word 'gay' as a negative or an insult:

- ➡ Why did you use the word gay in this way? What did you mean?
- ➡ Are you aware that using the word gay in this way is homophobic?
- ➡ Are you aware that what you said could hurt someone who identifies as gay?
- ➡ Using the word gay in this way is not acceptable. This is an inclusive school.



# CLUBS & COMMITTEES AT RENFREW HIGH

At Renfrew High School we have a range of clubs and committees that may appeal to LGBT pupils, LGBT staff, or LGBT allies.



Every **Thursday** we have a lunch club that runs in room T1 for LGBT+ pupils, questioning pupils, and their friends/allies. New members are always welcome.

We also have a Pupil Equalities Committee who get to have a say in our Pupil Parliament monthly.

There is also a staff LGBT Charter Champion Group, and a Staff Equalities Committee who meet quarterly.

## LGBTQ+ CLUB

MRS SPEIRS' ROOM – T1 – 3<sup>rd</sup> Floor

**Now every THURSDAY Lunchtime!**

Bring your lunch up with you! Come meet new or likeminded people, socialise & have fun!  
Discuss LGBTQ+ Inclusion & have your say in what positive changes you want to see in your school.  
New members WELCOME - Allies too! No pressure, no questions asked :)



# SUPPORT AT RENFREW HIGH

If a young person at Renfrew High School needs advice on an LGBT+ issue, or needs to report that they are experiencing homophobic, biphobic or transphobic (HBT) bullying, they can talk to:

1. Their Pupil Support Teacher
2. **ANY other member of staff** that they feel comfortable discussing it with.

In addition, Renfrew High School follows the MVP Programme (Mentors in Violence Prevention.) If a pupil witnesses bullying of any kind including HBT bullying, they can disclose information to one of our many MVP mentors, or anonymously post information into our MVP post box located in the social area.

## BE AN **ACTIVE BYSTANDER**

If you have witnessed something and want to share this with someone, you can use the QR Code below.



You can also use  
the MVP BOX in  
the social area...  
**PLAY YOUR PART.**





# SUPPORT FOR LGBT YOUNG PEOPLE

It is important that school staff and young people know what support is available for young people who might be after some advice or even just to connect with like minded young people.

The next few slides will cover support that is available in the school and more widely in Scotland.

## 1. Renfrew High LGBT+ Lunch Club and Equalities Committee

Students can come and go as they like, bring friends for support, and voice concerns they may have about the school or issues they are having in their own personal lives, in a safe and confidential space.

## 2. Youth Groups

A number of LGBT+ youth groups run across Scotland, find your local youth group using this link - <https://www.lgbtyouth.org.uk/groups-and-support/find-local-youth-groups/>

# SUPPORT FOR LGBT YOUNG PEOPLE

## 3. Digital Youth Work

LGBT Youth Scotland offer a wide variety of online support to young people.

This includes a digital chatline for young people (see image), a Discord server for youth groups for LGBT young people to connect and 1 to 1 online support sessions. Young people can use these services directly or a referral can be made by emailing: [info@lgbtyouth.org.uk](mailto:info@lgbtyouth.org.uk)



# SUPPORT FOR LGBT YOUNG PEOPLE

Many other organisations have useful information and helplines for LGBT+ young people:

- Time for Inclusive Education:

<https://www.tie.scot/>

- Stonewall Scotland:

<https://www.stonewallscotland.org.uk/>

- 

Scottish Trans : <https://www.scottishtrans.org/community/>

- LGBT Health and Wellbeing: <http://lgbt-helpline-scotland.org.uk/> .

The LGBT Helpline is open **every Tuesday and Wednesday between 12-9pm on 0300 123 2523.**

- Mermaids: <https://mermaidsuk.org.uk/helpline-support-services/>.

The Mermaids helpline is for transgender and non-binary youth, up to and including the age of 25. **Helpline Open Monday to Friday, 9am to 9pm on 0808 801 0400**



**THANK YOU** for taking the time to read this.  
This presentation has been co-created by



[lgbtyouth.org.uk](http://lgbtyouth.org.uk)

