



OUR AUTHENTIC SELVES

WELCOME

01 - INTRODUCTIONS

SAFE SPACE

RESPECTFUL



ICE-BREAKER



Introduce yourself to others on your table.

Share on the table one LGBT*Q+ person you admire.

SUFFOLK'S LGBT*Q+ HISTORY

Benjamin Britten (19-13-1976) was one of the greatest British composers of the twentieth century. Born in Lowestoft, his father was a dentist and his mother was an amateur musician who taught him how to play piano.

Peter Pears (22-06-10 – 03-04-1986) an English tenor.



Benjamin Britten &
Peter Pears

SUFFOLK'S LGBT*Q+ HISTORY

Zeb Soanes (born 24 June 1976) is the presenter of Smooth Classics at Seven on Classic FM.

Soane's family have lived in Lowestoft since the 18th century - he was born there and attended Denes High School.

For over 20 years he was a newsreader and reassuring voice of the Shipping Forecast to millions of listeners on BBC Radio 4.



Zeb Soanes

SUFFOLK'S LGBT*Q+ HISTORY

Colonel Victor Barker (1895-1960) lived an extraordinary life.

Assigned female at birth, they initially seemed to align themselves with traditional gender norms, becoming a nurse and joining the Women's Auxiliary Air Force.

Eventually lived at 3 Wrights Cottages in Kessingland, Suffolk.



Colonel Barker

SUFFOLK'S LGBT*Q+ HISTORY

Louisa Garrett Anderson was a surgeon and suffragette. Although she was born in London, her family lived on Aldeburgh.

Her mother Elizabeth Garrett Anderson, was the first woman to qualify as a doctor in Britain.

Dr Flora Murray was the person physician for Emmeline Pankhurst.



Dr Louisa Garrett Anderson
& Dr Flora Murray

LANGUAGE & TERMINOLOGY

Often people are unsure
of what words to use and
don't want to offend.

MATCHING EXERCISE

AS A TABLE LOOK AT THE WORDS AND THEN
SEE IF YOU CAN MATCH THE DEFINITION TO
THAT WORD.



LANGUAGE & TERMINOLOGY

Gay

a widely accepted term for all same sex attractions/sexuality.

Pansexual

a sexual attraction, sexual desire, romantic love, or emotional attraction towards persons of all biological sexes and gender identities



LANGUAGE & TERMINOLOGY

Lesbian

a woman who is emotionally, romantically or sexually attracted to other women.

Asexual/ Ace

refers to a complete or partial lack of sexual attraction or lack of interest in sexual activity with others.



LANGUAGE & TERMINOLOGY

Cisgender

someone whose gender matches that of the sex they were assigned at birth - often shortened to Cis.

Transgender

an umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth.



LANGUAGE & TERMINOLOGY

Bisexual

a person emotionally, romantically or sexually attracted to more than one gender, though not necessarily simultaneously, in the same way or to the same degree.

Non-Binary

a person who does not identify exclusively as a man or a woman.



LANGUAGE & TERMINOLOGY

Polyamorous

someone who has more than one sexual/romantic relationship at the same time.

Queer

A term people often use to express a spectrum of identities and orientations that are counter to the mainstream, including those who do not identify as exclusively straight and/or people who have non-binary or gender-expansive identities.



GOOD SERVICES FOR LGBT*Q+ PEOPLE

In the UK, people are protected from unlawful discrimination under the Equality Act 2010.

The Act also places a pro-active responsibility on public authorities such as Councils, the Police and NHS to pay attention to the need to eliminate discrimination, advance equality and foster good relations.

Confidentiality can be an issue for LGBT*Q+ people.

LGBT*Q+ people need to be able to have trust and confidence that if they discuss their sexual orientation or gender identity with a member of staff what they say will be respected and will go no further without their informed consent.

Supporting policies

Policies such as recruitment and employment policies, as well as those relating to operational practice and customer service, need to include equality considerations for all protected characteristics and to be checked that they do not 'open a door' to indirect discrimination.

GOOD SERVICES FOR LGBT*Q+ PEOPLE

Planning and decision making

In organisational planning and decision making give due regard to the need to eliminate discrimination, advance equality and foster good relations.

LGBT+ people want to be treated as individuals who are free from stereotyping.

Staff Development

Staff need to have the right skills, attitude and knowledge to carry out their work, including having competence and confidence around good equality practice.

Language is powerful and it's important that people understand the impact that words have on others and which words are appropriate or not.

Mainstreaming

Mainstreaming equality issues into everyday policies, strategies and practice is important so that minority community needs are not seen as a separate 'bolt on' rather than a core part of organisational culture.

Downside that equality issues can get watered down to the point that they become vague and invisible.

GOOD SERVICES FOR LGBT*Q+ PEOPLE

In the working world, LGBT persons may face discrimination and abuse in all regions and in all stages of the employment cycle: hiring, advancement, training, compensation and termination, and in the implementation of benefits throughout.

As a result, LGBT people are forced to conceal their sexual orientation and gender identity, which can lead to considerable anxiety and loss of productivity.

Do LGBT*Q+ people feel they have to conceal their true selves in your setting?

Do LGBT*Q+ people feel welcome accessing your services?

ONE THING YOU WILL DO DIFFEREN

WHAT ONE THING WILL YOU DO AFTER THIS
SESSION FOR LGBT*Q+ PEOPLE IN YOUR
SETTING?

Thank you



www.outreachyouth.org.uk