



EXCEEDING EXPECTATIONS

Ending Homophobia Through Education

As Exceeding Expectations celebrates three years of working with Manchester schools to challenge homophobia and encourage understanding, we take a look at the growth and achievements of the award winning initiative.

HOMOPHOBIC BULLYING: "DEEPLY DAMAGING"

CHILDREN'S MINISTER DELYTH MORGAN, HAS ADDRESSED ALL HEADTEACHERS IN A LETTER; URGING THEM TO TAKE THE ISSUE OF HOMOPHOBIC BULLYING MORE SERIOUSLY.

Baroness Morgan highlighted that some school staff and governors are not aware of guidance on how to deal with anti-gay bullying.

In the letter she states: "It is important to recognise that homophobic bullying, whether it is directed at a lesbian, gay, bisexual or heterosexual young person, can be deeply damaging to that young person's confidence and sense of self-worth and it can impact on their ability to realise their full potential and their future life chances."

The letter also reminds teachers that since Section 28 was repealed in 2003, teachers are now free to discuss sexual orientation in the classroom. The gay rights group Stonewall recently released The Teachers Report which highlighted the problems facing young lesbian, gay and bisexual pupils in UK Schools.

The report found that:

- 9 in 10 secondary school teachers say children and young people, regardless of their sexual orientation, currently experience homophobic bullying, name calling or harassment in their schools.
- Secondary school teachers say that homophobic bullying is the second most frequent form of bullying (happening 'very often' or 'often') after bullying because of weight and three times more prevalent than bullying due to religion or ethnicity.
- In addition to direct bullying, 95 per cent of secondary school teachers report hearing the phrases 'you're so gay' or 'that's so gay' in their schools.
- 9 in 10 teachers and non-teaching staff at secondary and primary schools have never received any specific training on how to prevent and respond to homophobic bullying.
- 28% of secondary school staff would not feel confident in supporting a pupil who decided to come out to them as lesbian, gay or bisexual.



Delyth Morgan

THE BISHOP OF MANCHESTER PLEDGES SUPPORT TO EXCEEDING EXPECTATIONS

THE BISHOP OF MANCHESTER THE RT. REVD NIGEL MCCULLOCH HAS SENT A RESOUNDING MESSAGE OF SUPPORT TO EXCEEDING EXPECTATIONS.

In his message of support The Bishop of Manchester states: "Bullying, of whatever kind, is always completely unacceptable. At its worst it leads to atrocities such as the Nazis' persecution and extermination of people on the grounds of their race, religion or sexuality.

"Projects such as Exceeding Expectations have shown, in its efforts to get rid of homophobic bullying in our schools, the children who are bullied can be deeply scarred for life.

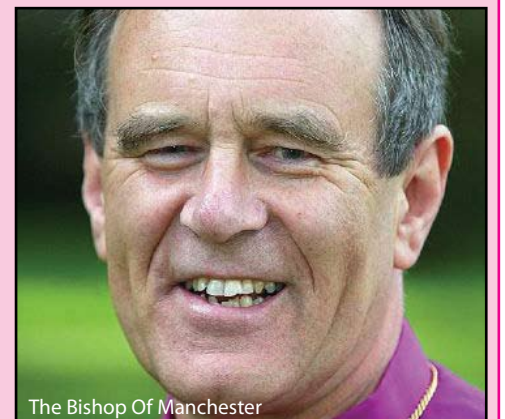
"That is why school staff should know how to

challenge homophobic remarks – including the use of the word "gay" as a term of abuse. Teachers may need specific advice about this aspect of their role, because it is their job to affirm all pupils.

That includes gay, lesbian and bisexual pupils, who, like everyone else, have a right to be themselves without being bullied.

"I urge all faith schools to make sure that every pupil is fully included as part of the school community and encouraged in his or her studies. Each of us is made in God's own image; and every one of us is precious to God. That should be the motivation of all our faith schools: to honour all people, including those who identify themselves as lesbian and gay."

To read the Bishop of Manchester's full message of support visit: www.exceedingexpectations.org.uk/news/



The Bishop Of Manchester

MOVING ON UP!

STAFF TRAINING

STAFF TRAINING IS THE FIRST STEP IN THE EXCEEDING EXPECTATIONS PACKAGE.

Often, it has been the first time that education professionals have received any training on the subject of homophobic bullying and advice on supporting lesbian, gay and bisexual pupils.

The full staff training sessions can be part of inset days or delivered as after school sessions, and generally last for two hours.

The format of these sessions has developed over the life of the project and now consists of:

- A presentation of findings from national and local research by Healthy Schools Manchester.
- The Stonewall DVD 'Spell it out' and a performance of the play OUTLOUD for staff by Hope Theatre Company.
- A workshop with lesbian, gay, bisexual, and trans young people from Lesbian and Gay Youth Manchester.



SUCCESSES

- ✓ Seven whole school staff training sessions have taken place in the last two years in schools across Manchester.
- ✓ Smaller training sessions have taken place with year group tutors. These members of staff have then related vital information about challenging homophobia back to staff.
- ✓ Approximately 20 hours of activity has taken place with Manchester school staff.

THE PLAY: OUTLOUD

OUTLOUD GREW OUT OF DISCUSSIONS WITH LESBIAN, GAY, BISEXUAL AND HETEROSEXUAL YOUNG PEOPLE.

The play's director Adam Zane of The Hope Theatre Company conducted a series of focus groups and interviews to inform the script for the play.

OUTLOUD looks at how homophobia impacts on all people in the school community: pupils, school staff and parents.

It also tells the story of Matthew Shepard, a 21 year old American student who was brutally murdered because he was gay.



SUCCESSES

- ✓ Over 3,500 Manchester Secondary school pupils have seen the anti - homophobic bullying play 'OUTLOUD.'

PEER FACILITATED WORKSHOPS WITH LGBT YOUNG PEOPLE

THE WORKSHOPS ARE RUN BY LESBIAN AND GAY YOUTH MANCHESTER (LGYM) AND INCLUDE SEVERAL ACTIVITIES SUCH AS QUESTION AND ANSWER SESSIONS WHICH ADDRESS PUPILS' QUESTIONS ABOUT LGBT LIFE, AND TALKS WITH YOUNG LGBT PEOPLE ABOUT THEIR EXPERIENCES OF COMING OUT.



SUCCESSES

- ✓ 26 workshops have taken place in six secondary schools over the past two years.

YOUNG PEOPLE INVOLVEMENT

IN ADDITION TO THE YOUNG PEOPLE WHO HELPED CREATE THE PLAY OUTLOUD.

Exceeding Expectations have developed a forum for young people to participate in the project.

They were consulted on the initiative and helped develop the posters which we take into schools.

Lesbian, Gay, Bisexual and Transgender young people have been involved in devising and delivering the workshop that follows the play.



NEWSLETTERS

EXCEEDING EXPECTATIONS HAS PRODUCED A SERIES OF EIGHT NEWSLETTERS FOR PRIMARY AND SECONDARY SCHOOLS.

The focus of these has been to raise awareness of the initiative by summarising key findings from international research and national guidance on homophobic bullying and its long lasting effects.

They provide an accessible information format for school staff to digest, and also raise general awareness of key dates in the year around which class discussion and learning opportunities can be formed, such as: LGBT History Month (February), International Day Against Homophobia (May) and Anti-bullying Week (November).



SUCCESSSES

✓ 40,000+ newsletters produced and distributed to 175 schools in the last 3 years.

POLICY DEVELOPMENT

MANCHESTER HEALTHY SCHOOLS PARTNERSHIP LEADS AN EDUCATION SUBGROUP OF EXCEEDING EXPECTATIONS.

This group has provided guidance through exceedingexpectations.org.uk which went live in November 2008.

exceedingexpectations.org.uk provides educators from all over the UK with a unique tool to help tackle homophobia in schools, including: ideas for lessons, downloadable resources, useful links,

information on current LGB legislation effecting schools, and real life stories. The initiative's engagement with each school is an opportunity to review the school's anti-bullying policy in relation to prejudice related bullying and adopting a zero tolerance approach to homophobic and racist language.

Support is provided to the school to review all elements of anti-bullying policy and practice as part of the emotional health and wellbeing criteria of Healthy Schools.



SUCCESSSES

✓ There have been six full anti-bullying policy reviews as a result of Exceeding Expectations.

RESEARCH

PRE AND POST SESSION QUESTIONNAIRES HAVE BEEN FILLED OUT BY YOUNG PEOPLE WHO HAVE SEEN THE ANTI-HOMOPHOBIC BULLYING PLAY OUTLOUD.

The majority of the outcome evaluations of the performances and the workshops by young people have been positive. Our local findings back up national

research on homophobia and homophobic bullying such as Stonewall's School Report (2007).

Exceeding Expectations have also conducted research into the experiences of school staff in Manchester in the form of school staff pre-training questionnaire and a follow up outcome evaluation form.

Key Findings

- 25% do not understand the term, "homophobia".
- 40% do not believe a pupil, member of staff or parent or family member would be able to come out at school.
- 50% feel that their school is NOT a welcoming and safe place for LGB pupils.
- 40% feel that their school is NOT a welcoming and safe place for LGB staff.

SUCCESSSES

✓ Over 3,500 young people have completed the questionnaire from 14 Manchester high schools.

CHANGING ATTITUDES & BUILDING CONFIDENCE

AFTER EXCEEDING EXPECTATIONS HAS WORKED WITH A SCHOOL, IN SOME CASES THERE HAVE BEEN AN INCREASED NUMBER OF YOUNG PEOPLE COMING OUT AT SCHOOL.

This was as a result of feeling confident

that their school was doing something about homophobia.

Schools that have had a number of cases of pupils coming out have supported their young people by setting up confidential support groups.

Positive Outcomes

- When Exceeding Expectations first went into schools, 2 in 10 pupils understood the term 'Homophobia.' After the second visit, 8 in 10 understood the term.
- When Exceeding Expectations first went into schools, 3 in 10 pupils thought it would be safe to come out at school. After the second visit, 7 in 10 pupils thought it would be safe to come out at school.

SUCCESSSES

✓ Approximately 25 young people have come out at school as a result of feeling more confident because the school was seen to be doing something about homophobia.

EXCEEDING EXPECTATIONS RESOURCES

AS PART OF EXCEEDING EXPECTATION'S MISSION TO END HOMOPHOBIA THROUGH EDUCATION, THE PROJECT PRODUCES A WIDE RANGE OF RESOURCES, DESIGNED TO HELP EDUCATE BOTH YOUNG PEOPLE AND STAFF ABOUT HOMOPHOBIA, ITS CONSEQUENCES, AND THE WAYS IN WHICH IT CAN BE CHALLENGED.

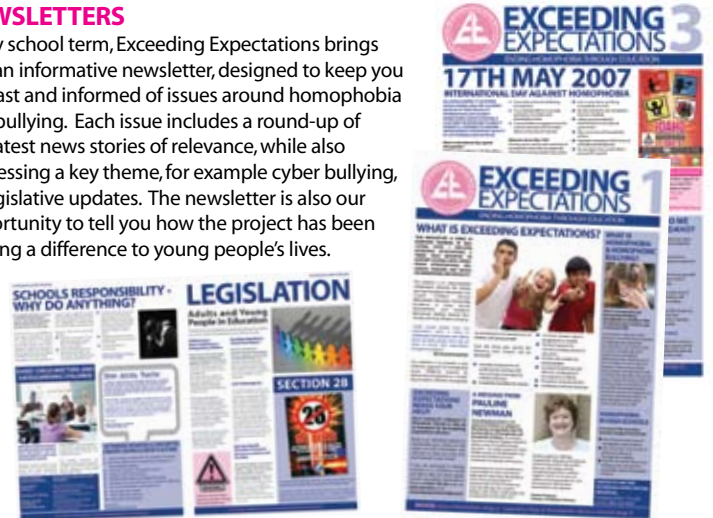
OK2BGAY AND ZERO TOLERANCE POSTERS

To help raise awareness of homophobia, as well as to promote the zero tolerance approach which has been a key part of the Exceeding Expectations initiative, all schools which participate in the project receive free posters for display around the school premises. These posters are also freely available upon request, to any supported school within Manchester.



NEWSLETTERS

Every school term, Exceeding Expectations brings you an informative newsletter, designed to keep you abreast and informed of issues around homophobia and bullying. Each issue includes a round-up of the latest news stories of relevance, while also addressing a key theme, for example cyber bullying, or legislative updates. The newsletter is also our opportunity to tell you how the project has been making a difference to young people's lives.



MATTHEW SHEPARD INFORMATION SHEET

The tragic story of Matthew Shepard, is used in the Exceeding Expectation's play - OUTLOUD - to demonstrate the extent of the damage that homophobia is capable of causing. In the third year of the project, Exceeding Expectations produced a special leaflet on the Matthew Shepard story, for young people in the OUTLOUD audience to take away with them.



LGBT HISTORY MONTH POSTER

To coincide with LGBT History Month 2009, Exceeding Expectations produced a special A3 poster, showcasing mini-biographies of famous LGBT people, both past and present. Schools are actively encouraged to display this poster year round.



EX EX WEBSITE

An indispensable resource for all education professionals across Manchester and nationally, the Exceeding Expectations website www.exceedingexpectations.org.uk is the comprehensive one-stop destination for the latest roundup of related news, as well as a wealth of information for teachers, head teachers and governors alike about their role in tackling homophobia. The website provides teachers and education professionals with lesson ideas, guidance on tackling homophobic bullying and advice on supporting LGBT pupils through 'coming out'. Many of the posters and resources which we produce are also available to download from the website.



USEFUL LINK: LGYM WEBSITE

Lesbian and Gay Youth Manchester (LGYM) is a Lesbian, Gay, Bisexual and Trans (LGBT) project based in Manchester city centre for LGBT's aged 14 to 25. They provide a safe space for LGBT young people to feel safe and at ease in. Young LGBT people from LGYM are involved in delivering Exceeding Expectation's peer facilitated workshops. To find out more about LGYM and their forthcoming events visit: www.lgym.org.uk



EXCEEDING EXPECTATIONS



Manchester Multi-Agency anti-bullying policy and practice network

CONTACT INFORMATION FOR THE EXCEEDING EXPECTATIONS INITIATIVE:

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