



Young people who fall into multiple minority groups, such as **LGBTQ+ Disabled people**, are often only seen as one of their identities and therefore not fully represented and included, causing them to feel unvalued.

Intersectionality looks at people as a whole, all the different identities and characteristics that make up a person, in order to fully understand people's identities and how to best support them.



of LGBTQ+ disabled children have experienced bullying. Stonewall School Report 2012



of pupils who have been bullied for being LGBTQ+ have skipped school due to this. Stonewall School Report 2017

169% of LGBTQ+ people identified as being disabled in 2005. *"I Exist" The Lesbian & Gay Foundation, 2012*



of staff a people w disabilitie LGBTQ+



of staff agreed to support people with learning disabilities develop LGBTQ+ relationships. *Love in a Cold Climate,* 2015



Relationships and **Sex Education** and **Health Education** must be accessible for all pupils and teach the importance of equality. LGBTQ+ Disabled representation should be fully integrated into academic study.

DfE guidance: Relationships and sex education (RSE) and health education



Gender: A personal, internal perception of oneself. Someone's gender may be different from their sex assigned at birth.

Genders:



Cisgender: Someone whose gender matches the sex they were assigned at birth.

Non-binary: A term for people uncomfortable identifying as the binary terms male or female. Some comfortable with a mixture of binary terms, while others disregarded all.

Trans or transgender: Someone whose gender is different from their sex assigned at birth.

Other Terms:



Cross-Dresser: Someone who dresses in clothing 'made for another gender'. Not the same as being Trans.

Deadnaming: Calling someone by their birth name after they have changed it. This is highly offensive.

Pronoun: Words used to refer to people's gender in conversation. Such as the binary 'He' or 'She' and gender-neutral terms 'they/their' or 'ze/zir'.

Sexualities:



Aromantic: Someone who does not feel romantically attracted to others but does feel sexually attracted.

Asexual: Someone who does not feel sexually attracted to others but does feel romantically attracted.

Bisexual: Someone who is attracted to multiple sexes.

Gay/Homosexual: A man who is attracted to another man.

Heterosexual/Straight: Someone who is attracted to people of the opposite sex.

Lesbian: A woman who is attracted to another woman.

Pansexual: Someone who is attracted to people regardless of their gender identity.

Queer: A term used to reject specific labels and challenge stereotypes. Some LGBT people view the word as a slur, although it was reclaimed in the late 80s by the queer community.

Organisations that campaign for intersectionality and inclusion:

ParaPride: https://parapride.org

Stonewall: https://www.stonewall.org.uk/

Inclusive workshops on tackling LGBTQ+ bullying:

Metro: https://metrocharity.org.uk/community/challenginghomophobic-biphobic-and-transphobic-hbt-bullying

Accessible RSE resources and teaching methods:

Sex Education Forum: https://www.sexeducationforum.org.uk

PSHE Association: https://www.pshe-association.org.uk



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