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Long Road
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MEA
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COURAGEOUS LEADERS

ED
EQUALITY
DIVERSITY &
IN EDUCATION

Bulletin No.1

JUNE 2019

Courageous Leaders is a free one-year leadership and management programme for LGBT+ teachers. We are part of the E&D Regional Hub for the East of England and North East London, which aims to increase the diversity of school and college leadership.

Courageous Leaders specialises in working with teachers with the protected characteristics of Sexual Orientation and Gender Reassignment as identified in the Equality Act (2010).

Courageous Leaders is a collaborative project with Wickford Teaching School Alliance, BMAT, Long Roads Sixth Form, Cambridge and Anglia Ruskin University.

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[Courageous Leaders website](#)

Moments from LGBT history

[Read The Guardian article time outlining LGBT History in the UK since 1395](#)

Support in School

This half term we feature 'The Kite Trust' on our school support platform.



The Kite Trust are Cambridgeshire's leading organisation working with LGBT+ young people. They are proud to promote the health, well-being, and inclusion of LGBT+ young people across Cambridgeshire; raising awareness, supporting, and educating local communities.

The Kite Trust offer a wide range of bespoke training packages for school staff and students including courses LGBT 101, Support LGBT students, Trans inclusions in schools, Exploring stereotypes, Challenging HBT bullying and Gender diversity.

The Kite Trust is also relaunching the Rainbow Flag Award for September 2019. The Rainbow Flag Award encourages a whole-school approach to help tackle homophobic, biphobic and transphobic (HBT) bullying and to promote LGBT+ (lesbian, gay, bisexual, trans +) inclusions, focusing on the following areas:

- Supportive governors and parents
- Effective policies
- Inclusive curriculum
- Pastoral support
- Pupil voice

They are now inviting applications to the September 2019 Rainbow Flag Award, closing date 21st June 2019. [Apply Here](#)

Upcoming Events

Schools Diversity Week 1- 5th July

Just Like Us is the charity for LGBT+ young people. School Diversity Week is the national celebration of LGBT+ equality in schools. [Pick up your schools resource pack here](#)

Pride in London – (Parade 6th July 2019)

Pride in London is celebrating the #PrideJubilee, 50 years of activism, protests and victories that have made the Pride movement what it is today. They want to know what makes you feel Pride. What are the moments that define the Pride movement? Help Pride in London tell the stories and celebrate the events that define what Pride is to you by [completing this form.](#)



#pride #prideinlondon #pridejubilee

Courageous Leaders goes International!

As we begin recruiting for 2019-20 we have been contacted by LGBT+ teachers abroad regarding possible online participation in the programme. Teachers in Beijing will be participating remotely as part of our cohort next year. Given the culture and climate in China it is most certainly courageous to get involved- we look forward to working with you!

LGBT+ Leadership in Education

Why not try this Leadership Skills test? [Take the leadership test](#) and see if your personality traits lend themselves to a successful leadership role.

Courageous Leaders Success Stories...

Upon starting the Courageous Leaders course I was dubious about what to expect. During my first day at training, I had never felt so empowered and supported by a group of other LGBTQ+ educators sharing their experiences and ideas of education; It was exciting and new. From this I worked with my 1:1 mentor to create an action plan detailing my steps to success within my current role. This was effective because it was a supportive measure and impartial view from an experienced mentor outside of the current setting, this allowed me to be specific but also analytical about how to achieve a positive outcome with my action plan and to not feel pressurised but to hold myself accountable for my progress.

During the course and reviews with my mentor I felt that I needed to change role and pursue another avenue in my career and the course gave me the opportunity to discuss this with my mentor and develop a plan at my next action planning meeting.

With the support from my mentor, through a visit to their school and help with writing my supporting statement; I had not only improved my practice in my current role and developed as a leader but I was able to showcase and secure an interview and then offered the next step in my career. This would have not been achievable without the continued support from the course and my mentor.

I now feel ready to take a leap of faith and face a new, exciting role head on; knowing that, even post completion of the course, I have a group of individuals and supportive colleagues who I would not hesitate to contact to assist, advise and support me throughout any endeavour. It was more than a leadership course, it feels like a group of like-minded individuals, who can face the world together without discrimination. Our own LGBTQ+ educational family.



Ben Eva, SENCO/ Drama Teacher Burnt Mill Academy, June 2019

Congratulation Ben – We wish you luck in your new role / school and look forward to working with you as alumni of Courageous Leaders!

Research and Development

The Centre for LGBTQ+ Inclusion in Education was established in November 2017 as a Centre for research and practice at Leeds Beckett University.

The Centre is committed to challenging all forms of prejudice, discrimination and marginalisation towards individuals and collectives in schools and colleges who identify as Lesbian, Gay, Bisexual, Trans, Queer/ Questioning and others who have gender identities or sexual orientations that differ from the heterosexual and cisgender majority. Through its research they provide evidence-based recommendations to support the development of LGBTQ inclusion in education. Their research enables them to better understand the experiences of LGBTQ+ people in educational institutions, including the experiences of children, young people and staff. Through their research we provide voice and agency to those who have been marginalised.

They produce a monthly professional journal. This is a compilation of articles written by academics and practitioners. These articles illuminate issues in schools and colleges and share best practice in relation to [LGBTQ inclusion in education](#).

SpeakOUT

Deputy Dean for Education at Anglia Ruskin University and Courageous Leaders project co coordinator, Dr Catherine Lee spoke to BBC Radio Essex on the Dave Monk Drive Time show recently to promote the Courageous Leaders scheme to assist LGBT+ teachers rise through the ranks of the profession. [Listen to the clip here.](#)

The Courageous Leaders website continues to grow as does our online presence. We need your suggestions – particularly ideas or resources for use in schools and colleges. We also need to know any activities you know of that will contribute to the bulletin either locally or nationally so that we can easily advertise through the Courageous Leaders community.