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COURAGEOUS LEADERS

ED
EQUALITY
DIVERSITY &
IN EDUCATION

Bulletin No.2

October 2019

We are delighted to announce we have been awarded funding to continue Courageous Leaders into 2019-2020.

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

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Featured Speakers on this year's programme

Linda Riley

Twitter [@lindariley8](#)

Instagram [@DiversityRiley](#)



One of only two British directors of US based LGBT campaign group [GLAAD](#), Linda is a patron of [Action Breaks Silence](#), which empowers women in the developing world to protect themselves against physical and sexual assault and [Diversity Role Models](#) a LGBT anti-bullying charity.

In November 2017, Shadow Secretary of State for Women and Equalities, Dawn Butler MP, appointed Linda as the Opposition Labour Party's LGBT Diversity Lead.

A former Stonewall award winner, Linda founded the [Alternative Parenting Show](#), the [British LGBT Awards](#), the [Diversity Careers Show](#) and [Opportunities for Women](#). She is also the founder of the [Diversity in Media Awards](#), which launched in June 2017.

A former publisher of g3 magazine, Out in the City and First Time Buyer, Linda collaborates with the UK's Daily Telegraph, the Guardian (with whom she co-founded the Diversity Hub) and The Economist on various diversity initiatives. She is publisher of DIVA Magazine.

Peter Tatchell

Twitter @PeterTatchell @PT_Foundation



Peter Tatchell has been campaigning for human rights, democracy, LGBT+ freedom and global justice since 1967.

Among his many involvements, he was a leading activist in the Gay Liberation Front 1971-74 and in the queer human rights group OutRage! 1990-2011.

Through the Peter Tatchell Foundation, he currently campaigns for human rights of individuals, communities and nations, in the UK and internationally.

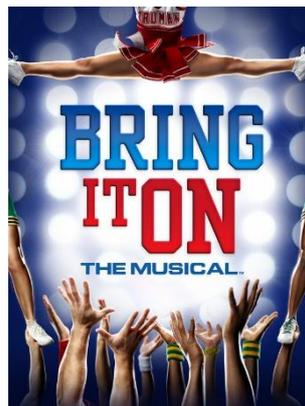
The Peter Tatchell Foundation seeks to raise awareness, understanding, protection and implementation of human rights. The work involves research, education, advice, casework, publicity and advocacy.

Upcoming Events

Looking for something to do in half-term?

See Courageous Leader participant 2018-19, Ben Eva in 'Bring it On' at The Bridewell Theatre, Fleet Street from Tuesday 29th October – Saturday 2nd November.

Bitingly relevant, sprinkled with sass and inspired by the hit film, Bring It On The Musical takes audiences on a high-flying journey that is filled with the complexities of friendship, jealousy, betrayal and forgiveness



Fancy a weekend in Bristol?

Trans Pride South West is running from 18th Nov – 24th November. Trans Pride South West is an Unincorporated Association celebrating diversity of Transgender, Non-Binary, Intersex & Gender Variant individuals. Actively encouraging awareness, openness and interaction. Keep up to date with planned events on Instagram @transpridesouthwest or Twitter @ transprideSW



LGBT+ Leadership in Education

Why LGBT Teachers make Excellent School Leaders.

By Dr Catherine Lee – Courageous Leaders Mentor.

The recent protests by parents and faith communities about the inclusion of LGBT identities in Relationships and Sex Education from 2020, suggest that sexual identity remains an issue of moral panic in UK schools. Evidence suggests there are as many as 50,000 LGBT teachers in UK schools.

Given the current climate, and the legacy of Section 28, schools have never been easy workplaces for LGBT teachers. Many believe that school leadership and LGBT identity are not compatible, and think they must choose whether to be a school leader or be out in the school workplace (Lee, 2019).

LGBT teachers often try to remain as invisible as possible in their schools so as to not draw attention to themselves, acknowledging that this strategy is not conducive to job promotion. They often avoid opportunities for promotion, as to do so would increase their professional profile and raise their level of visibility within the school and local community.

However, there is evidence to suggest that the skills acquired to deal with the adversity typically experienced by LGBT teachers, makes them ideally placed to be excellent school leaders.

LGBT teachers usually have extensive experience of feeling marginalized, in the workplace, within their families of origin and within their own educational experience. They know first hand what it feels like to be excluded, or the odd one out. Having experienced exclusion and marginalisation, LGBT school leaders are more likely to be highly sensitised to inclusive practice, both in their classrooms and also among teams of colleagues. LGBT leaders are likely to have a heightened awareness of those on the margins of their school community and seek ways to ensure they feel included. They have an understanding of oppression, providing them with empathy with pupils, parents and colleagues who may be marginalised on the basis of race, faith or social class.

LGBT people often develop excellent emotional intelligence. This is because they have highly developed instincts from years of proceeding cautiously with people new to them as a means of protecting themselves from exposure to homophobia and transphobia. LGBT people are adept at reading situations, and the constant horizon scanning necessary to determine whether or not it is safe to be out. Every time an LGBT teacher enters a new environment, meets a new colleague, pupil or parent, they must be skilled in making speedy but accurate judgements about others to ensure they do not reveal their sexual identity to someone who may who may abuse such knowledge or be homophobic. LGBT teachers are then, potentially more discerning, making them ideally placed to make good decisions when recruiting employees.

LGBT people spend the majority of their time in heteronormative spaces. They are skilful in identifying where it is possible to connect with others, with whom they may not naturally have much in common. Such skills are invaluable for school leaders when working with different stakeholders across the school community.

LGBT teachers are used to tolerating a good deal of ambiguity. They often do not know for sure whether school stakeholders suspect them to be gay but suppress the uncertainty and adopt a business as usual attitude, whilst inwardly managing all sorts of turmoil. School leaders must sometimes protect their school communities from uncertainty, adversity or bad news and LGBT leaders have experience of operating under great personal stress whilst betraying nothing in their professional demeanour.

Finally, LGBT teachers are adept at being courageous and risk taking. Each time they apply for a new position they must calculate whether the move is worth the risk of facing homophobia in a new work environment with new school stakeholders.

At a time when the average length of service of a headteacher is just three years, it is crucial that school leadership rids itself of the pale, male and stale tradition in favour of leaders who reflect the full diversity of British society. The Courageous Leaders programme aims to support LGBT teachers to achieve promotion in schools, so that schools can benefit from all the addition skills LGBT teachers have in abundance.

Courageous Leaders Success Stories...

Our very own Dr Catherine Lee is featured in the Pride Power List 2019!

The Pride Power List was published to coincide with Pride in London in July. The list reveals members of the LGBT+ community in the UK who have made the greatest positive impact in the past year in the fight for equality and inclusion of LGBT+ individuals. There were 50,000 nominations for the Top 100 spots in the list! Huge congratulations to Catherine – a very proud moment for us all!



London International Conference on Education (LICE) 9th – 11th December 2019

The London International Conference on Education (LICE-2019) is an international refereed conference dedicated to the advancement of the theory and practices in education. The LICE promotes collaborative excellence between academicians and professionals from Education.

We are delighted to announce that the Courageous Leaders team have been invited to speak at LICE on 8th Dec on “LGBT Courageous Leaders: Promoting and Supporting Diversity in School Leadership” being held at CCT Venues-Docklands, London. For further information, please see <https://liceducation.com/>

SpeakOUT

Did you catch us in DIVA Magazine in August?



CALL-OUT FREE LGBTQI LEADERSHIP PROGRAMME FOR TEACHERS

Courageous Leaders, now in its fourth year, is a fully-funded leadership programme for LGBTQI teachers from across the UK, designed to improve the diversity of school leaders by supporting LGBTQI teachers to gain promotion. Courageous Leaders has already worked with around 40 teachers from across the UK, providing mentoring, training and support, with 80% achieving promotion. One alumnus of the programme, who went on to become a headteacher, said: “The network of people I met through the programme made me feel braver and more able to make further leaps up the career ladder. As a direct result of this programme, I had the confidence to pursue my dream of becoming a Head of School.” In addition to helping LGBTQI teachers seek and gain leadership roles, Courageous Leaders encourages LGBTQI teachers to be their authentic selves in the workplace and be role models for young people.

Places are now available for the 2019/20 programme. For more information, visit courageousleaders.org.uk, @LGBTEducators on Twitter or email catherine.lee@anglia.ac.uk.

