

Lesbian Gay Bisexual Transsexual (LGBT+)

The Policy Purpose:

Epinay School is a fully inclusive school. School leaders demonstrate strong leadership and take responsibility for promoting, developing and defending an inclusive school environment.

This policy has been written after training from Stonewall and relates to a number of school policies, including Equal Opportunities and Diversity, Safeguarding and Anti-bullying. It sets out the school's approach to LGBT people and issues in line with the Education and Inspections Act 2006 and the Equality Act 2010:

Education and Inspections Act 2006

Schools have a duty to promote the safety and wellbeing of all children and young people in their care, including lesbian, gay, bisexual and transgender pupils and those experiencing homophobic, biphobic or transphobic (HBT) bullying.

Equality Act 2010

Schools are required to eliminate discrimination on the grounds of sexual orientation and gender reassignment. This includes tackling HBT bullying. Schools are also required to advance equality of opportunity and foster good relations. This means that schools should go beyond tackling HBT bullying and take proactive steps to promote respect and understanding of LGBT people and issues.

The school aims

- To provide an inclusive environment in which LGBT pupils and staff are valued and respected;
- To promote understanding of and support the needs of LGBT pupils and staff;
- To provide an inclusive curriculum;
- To monitor and tackle HBT language and bullying.

The objectives

- By ensuring that school policies and practices are inclusive and supportive of LGBT people and state that HBT language and bullying are unacceptable;
- By providing training to staff in supporting LGBT pupils, developing an LGBT-inclusive curriculum and tackling HBT language and bullying;
- By providing support structures and information/resources to LGBT pupils on LGBT issues and support services;

- By providing pupils the opportunities to discuss gender identity and sexuality, and including LGBT people and themes in the PSHE and wider curriculum;
- By providing ways for pupils and staff to report HBT incidents, language and bullying which will be monitored, analysed, actioned and reported on termly by the safeguarding lead. [Information will be used will support interventions]
- By ensuring that the school library and classrooms contains books with LGBT themes and that any assemblies/ displays celebrate diversity or tackle bullying are LGBT-inclusive;
- By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided.

Staff will:

- Ensure all [staff and pupils] victims of LGBT abuse and discrimination are listened to, taken seriously and informed of what action will be taken or support given. Give reassurance that all possible steps will be taken to ensure their safety and well-being;
- Act immediately and record all incidents of HBT language and bullying on a prejudice related incident form, which is promptly shared with DSL and speak discreetly to ensure that problems are dealt with sympathetically;
- Ensure that parents/carers are contacted by DSL/MAKW and kept well informed on what action the school decides to take or advice the person is offered;
- DSL/MAKW contact parents/carers of those carrying out the LGBT abuse and inform them of the school's actions;
- Raise awareness of LGBT issues/HBT bullying through assemblies, focus weeks' curriculum opportunities, guest speakers and displays.
- Provide pupils with LGBT-inclusive Sex and Relationship Education opportunities to discuss gender identity and sexuality.
- Sign post pupils to appropriate MAKW/ DSL / PSHE lead to offer advice, support structures, sign posting and information/resources.
- Receive appropriate training in LGBT and develop a fully inclusive curriculum that tackles HBT language and bullying.

What can a pupil do if they are being subject to LGBT abuse and discrimination?

- Do not retaliate
- Do not keep it a secret. Talk about it to a staff member, family or friends;
- There are many adults in school who want to help – they can help to decide how to handle the situation and take necessary action;
- Tell the bully to stop.

Guidelines for parents/carers:

- Parents/carers are reminded of the importance of taking an active interest in their child's school / social life

- If parents/carers think their child is being LGBT bullied or have reason to believe their child is experiencing difficulties with LGBT agenda they should, contact a member of the school's safeguarding team who will investigate the issue.
- Information about support groups shared on school website and social media for parents to access if required.

Procedures for staff

Any member of staff who observes or whom a LGBT incident is reported to should:

- Listen carefully to the pupil, give them sufficient opportunity to discuss their concerns, describe what it is, has been happening and treat what they say seriously.
- Reassure the pupil that they have done the right thing and thank them for either reporting the LGBT bullying themselves and/or agreeing to discuss the matter. Give them the support by assuring them that school will take appropriate action.
- All LGBT incidents must be recorded on the prejudice incident form and reported to the DSL

This document should be read in conjunction with the following school policies:

Anti bullying Policy

School Behaviour Policy

Equal Opportunities and Diversity Policy

Safeguarding

E Safety Policy

Policy approved by Governors:	March 2023
Date of next review by Governors:	February 2024