



## LGBTQ+ POLICY

**Committee responsible:** School Life Committee (SKC)

**Reviewed By:** Assistant Head (Pastoral)

**Adopted by Committee:** February 2020

**Date of Last Review:** February 2023

**Date of next review:** February 2026

This policy relates to a number of school policies, including Equal Opportunities, Social Respect (anti-bullying) and Relationships and Sex Education (RSE). It sets out in more detail the school's approach to LGBTQ+ people and issues in line with the Education and Inspections Act 2006 and the Equality Act 2010:

### **1. 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 HBT (homophobic, biphobic or transphobic) bullying.

### **2. 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 LGBTQ+ people and issues.

### **3. Sibford School aims to:**

- 3.01 Provide an inclusive environment in which LGBTQ+ pupils and staff are valued and respected.
- 3.02 Promote understanding of and support the needs of LGBTQ+ pupils and staff.
- 3.03 Usualise LGBTQ+ awareness and issues through the provision of an inclusive curriculum.
- 3.04 Monitor and tackle HBT language and bullying.

### **4. Sibford School seeks to achieve these aims by:**

- 4.01 Ensuring that school policies and practices are inclusive and supportive of LGBTQ+ people and explicitly state that HBT language and bullying are unacceptable.
- 4.02 Providing training to staff in supporting LGBTQ+ pupils, developing an LGBTQ+-inclusive curriculum and tackling HBT language and bullying.
- 4.03 Providing support structures and information/resources to LGBTQ+ pupils on LGBTQ+ issues and support services.
- 4.04 Providing pupils with LGBTQ+-inclusive Relationships and Sex Education (RSE), opportunities to discuss gender identity and sexuality, and including LGBTQ+ people and themes in the PSHE and wider curriculum where relevant.
- 4.05 Providing multiple ways for pupils to report HBT language and bullying, monitoring and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong and can take many forms including verbal, physical, online etc.
- 4.06 Ensuring that the school libraries contain books with LGBTQ+ themes and that any Meetings, projects or displays which celebrate diversity or tackle bullying are LGBTQ+-inclusive.
- 4.07 Maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided.
- 4.08 Participating in the Stonewall School Champions programme, including its School Role Models programme.
- 4.09 Nominating a member of staff as the school's LGBTQ+ lead to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff.

## **5. Policy and Key Documents**

5.01 An action plan for the next two years has been written, setting out the school's strategy for embedding LGBTQ+ awareness and inclusion more firmly in its practices and in the wider curriculum, supported by Stonewall's Curriculum Guide.

5.02 The school's dress code will be updated to reflect changes agreed following consultation with pupils to make it completely gender neutral.

5.03 The school's acceptance form and terms and conditions have been updated to be gender neutral and LGBTQ+ inclusive.

## **6. Resources**

6.01 A new PSHE scheme of work is being developed.

6.02 A new scheme of work for RSE is being developed, which will be fully LGBTQ+ inclusive.

6.03 Stonewall's Starting Out careers guide will be displayed in the Careers Department.

## **7. Research**

7.01 There will be an audit of the school curriculum. Departments will be invited to consider opportunities to raise awareness of and embed LGBTQ+ topics in their subjects.

7.02 Enquiries will be made about the school's approach to LGBTQ+ parents/carers to ensure that they are accepted without exception.

## **8. Raising Awareness**

8.01 The school's visitor badge will be revised to include an equality and diversity statement.

8.02 Additional LGBTQ+ awareness training will be open to all staff.

8.03 LGBTQ+ awareness training sessions will be delivered to Sixth Form students.

8.04 LGBTQ+ awareness training will be delivered to House parents.