



## LGBT Policy

This policy has been written in consultation with the Proud Trust and relates to a number of school policies, including Equal Opportunities, Anti-bullying and Sex and Relationships Education (SRE). It sets out in more detail 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 usualise LGBT awareness and issues through the provision of an inclusive curriculum;
- To monitor and tackle HBT language and bullying.

### **The school seeks to achieve these aims...**

- By ensuring that school policies and practices are inclusive and supportive of LGBT people and explicitly 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 with LGBT-inclusive Sex and Relationships Education (SRE), opportunities to discuss gender identity and sexuality, and including LGBT people and themes in the PSRE and wider curriculum where relevant;

- By providing multiple ways for pupils to report HBT language and bullying, monitoring (including through staff and pupil surveys) and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong;
- By ensuring that the school library contains books with LGBT themes and that any assemblies, projects or displays which 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;
- By completing the Rainbow Flag award and investigating and developing the Stonewall School Champions programme, including its School Role Models programme;
- By nominating a member of staff as the school's LGBT lead to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff.

How the school is working towards these aims in 2017-18 can be found in the Self-Assessment for the Rainbow flag award which will be reviewed and updated each academic year.

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

- Upton by Chester High School Anti-bullying Policy
- Upton by Chester High Behaviour Policy
- Upton by Chester High School Equal Opportunities Policy
- Upton by Chester High School Safeguarding Policy
- Upton by Chester High School Sex and Relationships Education Policy

Mr J. Keegan February 2018