

LGBTQ+ Policy 2021-22

Rationale

The Elland Academy is a fully inclusive academy. We firmly believe that all stakeholders should feel safe, respected, secure and valued when attending this academy.

This policy relates to a number of academy policies, including Equality and Diversity, Safeguarding and Child Protection and Anti-bullying. It sets out in more detail the academy's approach to LGBTQ+ 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 LGBTQ+ people and issues.

The academy aims;

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

The academy seeks to achieve these aims...

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- By ensuring that school policies and practices are inclusive and supportive of LGBTQ+ pupils and staff, and state that HBT language and bullying are unacceptable;
- By providing training to staff in supporting LGBTQ+Q+ pupils, developing an LGBTQ+Q+ inclusive curriculum and tackling HBT language and bullying.
- By providing support structures and information/resources to LGBTQ+ pupils on LGBTQ+ issues and support services.
- By providing pupils the opportunities to discuss gender identity and sexuality, and including LGBTQ+ people and themes in the PSHE and wider curriculum.
- By providing 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 LGBTQ+ themes and that any assemblies or displays which celebrate diversity or tackle bullying are LGBTQ+ inclusive.
- By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided.

Staff will:

- Ensure victims of HBT bullying 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 wellbeing.
- Act immediately and record all incidents of HBT language and bullying on a behaviour log and speak discreetly to ensure that problems are dealt with sympathetically.
- Ensure that parents/carers are contacted and kept well informed on what action the school decides to take or advice the person is offered.
- Contact parents/carers of those carrying out the LGBTQ+ abuse and inform them of the school's actions.
- Raise awareness of LGBTQ+ issues/HBT bullying through assemblies, curriculum opportunities, guest speakers and displays.
- Provide pupils with LGBTQ+-inclusive Sex and Relationship Education opportunities to discuss gender identity and sexuality.

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- Provide a named member of staff as the academy's LGBTQ+ lead to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff.
- Receive appropriate training in LGBTQ+ and develop a fully inclusive curriculum that tackles HBT language and bullying.

What can a pupil do if they are being subject to LGBTQ+ 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 the academy 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 bullied or have reason to believe their child is experiencing difficulties with LGBTQ+ agenda they should, contact the academy immediately. School staff will listen to any concerns and where necessary arrange a meeting to discuss further.

Procedures for staff

Any member of staff who observes or whom a LGBTQ+ 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 LGBTQ+ bullying themselves and/or agreeing to discuss the matter. Give them the support by assuring them that academy will take appropriate action.
- All LGBTQ+/HBT incidents must be recorded and reported to a member of the senior leadership team.

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

Anti bullying Policy

Equality and Diversity Policy

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Safeguarding and Child Protection Policy
Relationships and Sex Education Policy

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