

BRYANSTON

LGBT POLICY

This policy has been written in consultation with Stonewall¹ 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 reassignment². 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 use 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;

¹ 'Staff Training Resource: Equipping staff to celebrate difference and challenge homophobia, biphobia and transphobia in your secondary school', Stonewall.

² Sexual orientation refers to people who are, or who are perceived to be, lesbian, gay or bisexual. Gender reassignment refers to anyone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.

- 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 participating in the Stonewall School Champions programme, including its School Role Models programme;
- By nominating a member of staff³ 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 has worked towards these aims in 2016-17...

In recognition of last year's developments and efforts the school was awarded Stonewall's Bronze School Champion Award in June 2016. Progress has continued and the school has been working towards the Silver Award in the following ways:

Policy and Key Documents

- A student-friendly version of the school's anti-bullying policy was written to be displayed in the boarding houses and during anti-bullying week 2017;
- The Staff Handbook and Guide to Bryanston were audited and updated to be fully LGBT inclusive;

Resources

- Stonewall's 'An Introduction to Supporting LGBT Young People: A Guide for Schools' and 'Getting Started: A Toolkit for Preventing and Tackling HBT Bullying in Schools' were circulated to key pastoral staff and hsm's;
- A display in the staff common room about tackling HBT language and bullying was also created;

Research

- IWM completed a Level 2 qualification in Equality and Diversity and attended training delivered by Gendered Intelligence and Pink Therapy;
- A survey of bullying was conducted with all parents in the Spring term;
- Following last year's gender audit, the school's provision of gender-neutral toilet and changing facilities for pupils and staff was audited fully and it was also concluded that the school dress code can be worn in a gender-neutral way;

Raising Awareness

- An article about the Orlando shootings was published in 'The Brogue';
- LGBT awareness training was conducted with the Communications department in the Autumn term;
- Equality and diversity training has been set as a HR priority and all bursarial heads of department have completed online training in this area. There are plans to roll this out more widely to support staff from next year;
- Academic hods had the opportunity to attend interview training from Mary Giles which included equality and diversity awareness;
- IWM has briefed the school's independent listener about the school's developing LGBT strategy;
- A document entitled Celebrating Diversity in the Curriculum was written and distributed at a diversity lunch held during the Spring term to start conversations in departments about how to embed diversity more actively throughout the school;
- A whole school assembly was delivered in the Summer term on respecting transgender and gender non-conforming people and a Stonewall role model visit from Sir Ian McKellan took place on 27th April;
- The school's pupil-led Equality Society continues to meet regularly.

³ The School's designated LGBT lead, reporting to the Second Master, is Ian McClary (*Head of Sixth Form*).

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

- Bryanston School Anti-bullying Policy
- Bryanston School Behaviour Policy
- Bryanston School Equal Opportunities Policy
- Bryanston School Policy on Cyberbullying
- Bryanston School Safeguarding Policy
- Bryanston School Sex and Relationships Education Policy

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