

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 Relationships and Sex Education (RSE). 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 Relationships and Sex Education (RSE), 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;

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 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 2017-18...

In recognition of last year's developments and efforts the school was awarded Stonewall's Silver School Champion Award in September 2017. Progress has continued and the school has been working towards the Gold Award in the following ways:

Policy and Key Documents

- An action plan for the next two years has been written, setting out the school's strategy for embedding LGBT awareness and inclusion more firmly in its practices and in the wider curriculum, supported by Stonewall's Curriculum Guide;
- The school's dress code has been updated to reflect changes agreed following consultation with pupils from the Equality Society to make it completely gender neutral;
- The school's acceptance form and terms and conditions have been updated to be gender neutral and LGBT inclusive;

Resources

- A new PSRE scheme of work has been developed by IWM for the Ds, together with a single talk for the Bs;
- A new scheme of work for RSE produced by the PSHE Association, which is fully LGBT inclusive, has been adopted and is currently being rolled out to the Cs;
- Stonewall's Starting Out careers guide has been displayed in the Careers Department;

Research

- An audit of the school curriculum is ongoing. To date several departments have been invited to consider opportunities to raise awareness of and embed LGBT topics in their subjects: English, Spanish and PE;
- Enquiries have been made about the school's approach to LGBT parents/carers to ensure that they are accepted without exception;

Raising Awareness

- Two articles have been published in 'The Brogue': one about Sir Ian McKellen's role model visit and another discussing gendered play;
- A whole school assembly was delivered by the Head in the Spring term on sexual politics and in the Summer term about the football World Cup;
- A Stonewall trans role model visit from Ayla Holdom took place on 8th February;
- The school's visitor badge has been revised to include an equality and diversity statement;
- Additional LGBT awareness training open to all staff was conducted in the Spring term;
- LGBT awareness training sessions were delivered to prefects and A3 pupil mentors in the Spring term;
- LGBT awareness training was delivered to the matrons in the Summer term;
- A short film as part of the Bry90 campaign about changing attitudes towards homosexuality has been planned;
- The school's pupil-led Equality Society continues to meet regularly.

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

- Bryanston School Rules and Regulations
- Bryanston School Anti-bullying Policy
- Bryanston School Behaviour Policy

³ The School's designated LGBT lead, reporting to the Second Master, is Ian McClary (IWM).

- Bryanston School Equal Opportunities Policy
 - Bryanston School Policy on Cyberbullying
 - Bryanston School Safeguarding Policy and Child Protection Procedures
 - Bryanston School Relationships and Sex Education Policy
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Approved: July 2018
Reviewer: Second Master, Head of Sixth Form
Next review: July 2019
Author: IWM

