



# THE Boswells SCHOOL

## LGBTQ+ POLICY

A member of the Chelmsford Learning Partnership

<b>Committee Responsible</b>	Local Governing Body
<b>Lead Staff Member</b>	Deputy Headteacher (Behaviour, Safety and Welfare)
<b>Approved by</b>	Local Governing Body
<b>Date Approved</b>	29 <sup>th</sup> September 2020
<b>Version</b>	1
<b>Review Date</b>	Spring 2023
<b>Internal/External</b>	External

This policy has been written in consultation with Just Like Us<sup>1</sup> 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)<sup>2</sup> 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 raise the profile of 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 Personal Development and the wider curriculum where relevant;

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<sup>1</sup> Just Like us is a registered charity empowering young people to be role models championing LGBT+ equality at school and work

<sup>2</sup> Homophobic, biphobic or transphobic

- 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 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<sup>3</sup>.

### Resources

- A Personal Development curriculum has been created in light of the 2020 statutory requirements and can be viewed in the school's RSE policy.
- 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 for LGBT education within their Schemes of work.
- Opportunities to raise awareness of and embed LGBT topics in different subject areas across the school
- Enquiries have been made about the school's approach to LGBT parents/carers to ensure that they are accepted without exception;

### Raising Awareness

- The school's student LGBT group meet regularly in C6 on Tuesday lunchtimes. This is supervised by the LGBT Staff lead
- A whole school assembly is delivered by the Leadership team during school's July Diversity week.
- A LGBTQ+ role model visit takes place annually for the LGBT group
- Additional LGBT awareness training open to all staff is conducted in the spring term;
- LGBT awareness training sessions are delivered to prefects and pupil mentors
- Introduction of Gender neutral toilets along the C block corridor

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<sup>3</sup> This is currently Sarah Jane Hayes – Head of the Humanities Faculty

- Selection of production content in the PAC Faculty
- Opportunities for challenging stereotypes through clubs and the curriculum

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

- Boswells School Anti-Bullying Policy
- Boswells School Behaviour Policy
- Boswells School Relationships and Sex Education Policy