



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 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 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;

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 staff 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 December 2018 the school was awarded Stonewall's Gold School Champion Award. Work has continued to embed best practice with regard to LGBT awareness and inclusion in the following ways:

Policy and Key Documents

- The school's LGBT action plan has been revised and updated;
- A guidance document on supporting transgender young people has been written;
- A document on the regulatory requirements and government advice relating to LGBT+ young people in schools has been compiled;
- A protocol for dealing with discriminatory language has been written;

Resources

- Further resources have been developed by the Head of PSRE to ensure that RSE is LGBT inclusive in line with the Government's new statutory guidelines;
- An LGBT group has been set up on the Beyond Bryanston network, putting OBs in touch with each other, which, in due course, could provide mentoring opportunities to current pupils;
- Display material has been prepared for each boarding house, comprising essential information, resources and available support (relevant to LGBT+ pupils and for the general awareness of all);

Research

- An audit of the school curriculum is ongoing. This year several departments have been invited to consider opportunities to raise awareness of and embed LGBT topics in their subjects;
- A new survey of all pupils was conducted to inform policy and identify further training needs;

Raising Awareness

- A whole school assembly on social justice was delivered in the Autumn term;
- An LGBT role model visit from Dr Justin Varney OB took place on 10th November;
- A school blog entry about the Gold School Champion Award was published: <http://bryanstonschool.blogspot.com/2018/11/the-value-of-gold-standard.html>



- The LGBT scheme of work for Ds was taught again this year and PSRE talks were delivered to Bs;
- Visits from Human Utopia took place this year;
- A knowledge exchange on LGBT+ Awareness and Inclusion was held for colleagues from local schools in the Spring term;
- Additional LGBT awareness training open to all staff was offered in the Summer term;
- LGBT awareness training sessions was delivered to prefects and A3 pupil mentors in the Summer term;
- The school's pupil-led Equality Society continued to meet regularly;
- Bryanston was featured at Stonewall's Children and Young People's Conference in July 2019 as a case study in trans inclusion.

This document should be read in conjunction with the school's LGBT action plan and the following school policies:

- Bryanston School Rules and Regulations
- Bryanston School Anti-bullying Policy
- Bryanston School Behaviour Policy
- Bryanston School Equal Opportunities Policy
- Bryanston School Cyberbullying Policy
- Bryanston School Safeguarding Policy and Child Protection Procedures
- Bryanston School Relationships and Sex Education (RSE) Policy
- Bryanston School Guidance on Supporting Transgender Pupils
- Bryanston School Boarding Policy

Approved: September 2021
Reviewer: Second Master, Head of Pupil Development,
Housemasters & Housemistresses
Next review: September 2022
Author: Deputy Head Boarding & Pastoral