

Ling Bob J I & N School

Leading Inspiring Nurturing Guiding – Bringing Out the Best

LGBT Policy

Review and ownership

The LGBT Policy has been written by Ling Bob J, I & N School.
The policy has been reviewed and agreed by the senior leadership team and approved by governors.
The policy will be reviewed annually.

Title	LGBT Policy
Version	1
Date	May 20
Author	Deputy Headteacher
Approved by Headteacher	May 2020
Approved by Governing Body	
Next review date	May 2021

Modification history

Version	Date	Description	Author
1.0	May 2020	Original version	Deputy Headteacher

Introduction

All pupils at Ling Bob I, J & N School are entitled to an education free from discrimination and harassment. The learning environment in which all our pupils engage should be welcoming to gender diversity and supportive and safe for all.

In conjunction with the existing Equality Policy and Behaviour policy, this policy further clarifies the following:

- The prevention of, and where necessary the handling of, any homophobic or transphobic incidents
- The support provided, if required, to pupils who identify themselves to school staff as lesbian, gay, bisexual, gender dysphoric or transgender

The school is committed to valuing, respecting and understanding pupils' developing and differing gender identities and the policy aims:

- To create and foster a learning environment which is free from harassment and discrimination
- To promote healthy communication between educators, pupils and parents to support the successful education, development and wellbeing of every pupil
- To adhere to relevant legislation concerning bullying, harassment and discrimination.

All staff, parents and pupils will work together to eradicate any instances of discrimination, harassment or bullying, including any which relate to a pupil's gender or identity, in our school.

The policy has due regard to the following legislation, including, but not limited to:

- The Human Rights Act 1998
- The Gender Recognition Act 2004
- The Equality Act 2010
- The Criminal Justice Act 2003

Transphobic and Homophobic Incidents:

For the purpose of this policy, “transphobia” is fear, dislike or abuse of transgender people. “Homophobia” is a fear, dislike or abuse of LGBT people. This behaviour may include the deliberate harassment of someone who is, or thought to be, LGBT or trans.

Transphobic and homophobic incidents must be dealt with as seriously as other bullying incidents within our school. The handling of all such incidents should centre on supporting the victim, helping the perpetrator to understand the nature and effects of their actions and reducing the risk of any future transphobic or homophobic behaviour.

The school recognises that those who are victims of transphobic or homophobic bullying may not be identified as a LGBT pupil. Care will be taken when handling an incident that no assumptions are being made about the victim’s gender or sexual identity. These incidents are highly personal and sensitive and will be treated appropriately in the context of a primary school setting. The school will ensure that there are private spaces available within school, for pupils to discuss concerns, if they feel they are or someone else, is being bullied.

Following an investigation into any incident and where it was deemed to be bullying, the headteacher will hold a meeting with relevant parents (sensitivity will be given to whether the pupil has disclosed that they are an LGBT pupil or not). If necessary, external support will be sought.

Ensuring an inclusive school environment

The school is committed to supporting all pupils to express their gender identity in healthy and age-appropriate ways. Childhood should be a time where it is accepted that development is still in progress and the school supports this.

All staff have a responsibility for;

- promoting the freedoms and opportunities available to all pupils, whichever their biological sex;
- avoiding the portrayal of stereotypical gender expressions (boys play football and girls like dance);

The staff will ensure they meet the needs of LGBT pupils and assess any measures put in place on a case-by-case, individual basis. The school will respect all pupils’ right to privacy and will not disclose a pupils’ LGBT status at school or to any other pupils, staff members or third parties. The school will enquire as to what terms and pronouns individual LGBT pupils prefer and avoid using any terms which a pupil may find uncomfortable.

Teaching and learning

Teaching of gender identities, sexualities and the LGBT community will be incorporated into PSHCE lessons, SRE lessons to nurture an accepting, understanding attitude from other pupils and prevent transphobic incidents. At Ling Bob, staff use the Jigsaw Scheme to inform their lessons in PSHCE.

The school will ensure that resources are available in the school library regarding LGBT, sexual orientation and gender identities. These will be age appropriate and are available to view if parents wish.

Pupils who identify with gender dysphoria or as transgender:

The school recognises that some primary school aged children may experience varying degrees of temporary or permanent gender dysphoria. Given the complexity and possible distressing nature of this experience, and the potential long term health and wellbeing, the school will seek to explore the issues on an individual basis with the pupil and their parents and possibly gain support from the Pastoral Care Team in school or CAHMS.

Support for pupils:

On an individual basis, pupils will be supported and a plan may be drawn up. This plan may include;

- consideration of a referral from CAHMS
- targeted support from a member of the Pastoral Care Team
- approach to single-gender activities
- engagement in PE and Sports, including swimming
- use of toilet and changing facilities
-

The school will ensure that LGBT pupils are able to access the toilet and changing facilities which correspond with their preferred gender identity. (Please note; existing arrangements of separate sex facilities will not change but unisex toilet facilities are available for pupils should they prefer to use these. This is in line with the Gender Recognition Act 2004.

- Flexibilities around uniform
- Close liaison with a new school if the pupil changes schools
- School trips and overnight stays

Any risks identified will be managed and discussed between the pupil, parents and headteacher. Sleeping arrangements for overnight stays will be discussed in advance of the trip.

Communication with parents:

The school will communicate any changes to policies and procedures to parents, to ensure that they are fully aware of the systems in place to prevent transphobic and homophobic bullying.

The headteacher will hold meetings with parents of pupils with support plans to discuss the success of support in place, to enable the information being fed back to the governing body.

The school will hold a meeting annually, regarding the Scheme of work which is used to deliver PSHCE and SRE, including aspects of LGBT. These will take place to give parents a chance to request to withdraw their child from the lessons.

If a parent wishes to withdraw their child, the headteacher will explain the school's responsibility to implement anti-bullying prevention strategies, which includes educating pupils about wide ranging issues, in order to encourage the parent to let their child participate. This will then avoid any incorrect messages being given from pupil to pupil. Pupils will be educated about online safety and avoid being given inaccurate information from social media sites.

Parents have the right to make a complaint and will be directed to the Complaints Procedures Policy.

Review:

This policy will be reviewed annually. When reviewing the policy, the headteacher will consider any incidents that have occurred and the effectiveness of the procedures currently in place, as well as any recent governmental or societal changes.