

LGBTQ+ Policy

Bolder Academy

390 London Road, Isleworth, Middlesex TW7 5AJ
Registered in England and Wales No: 08932893
LGBTQ+ Policy

This policy is called:	LGBTQ+ Policy
It applies to:	All staff, governors and visitors to Bolder Academy
Person responsible for its revision:	Headteacher
Status:	Statutory
Published on:	The Academy Website
Approval by:	Governing Board or Delegated Committee
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Date of next approval:	2022

The School's designated LGBTQ+ leads are Jo Randall and Adam Walthaus (DSL).

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

- Safeguarding and Child Protection Policy
- Anti-bullying Policy
- Behaviour Policy
- Equal Opportunities Policy
- Relationships and Sex Education Policy

Our View

We are an ambitious school and aim to instil a strong sense of belonging.

We promote diversity, embracing and celebrating our differences. We understand that together we're stronger.

Our three core values: **be kind, be strong, be brave** are an important part of our Academy.

Any form of discrimination threatens our values and will not be tolerated. We all commit to speaking up if there is any wrong doing done to us or witnessed by us. We are a 'telling school'.

This policy has been written in consultation with [Stonewall](#) 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 LGBTQ+ 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 those part of the LGBTQ+ community 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 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 LGBTQ+ people and issues.

Ofsted and Raising Standards Inspectors assess the following to form key judgements within personal development, behaviour and welfare and Effectiveness of leadership and management:

- Incidents and records of homophobic, biphobic and transphobic bullying, the school's policies, the use of language in the school and inspectors can ask students, parents, staff and stakeholders how discrimination and bullying is handled;
- Student voice and students' roles and responsibilities in LGBTQ+ groups can contribute to positive judgements;
- A school in which pupil well-being and LGBTQ+ inclusion is taken seriously are shown to perform better overall.

"If a school is inadequate on equalities and the respect agenda, Ofsted has found it's very likely to be inadequate overall. There's a strong link between academic achievement and self-worth, which is one of the reasons it's so important to tackle homophobic bullying."

-Nada Trikić, Ofsted's National Adviser for Equalities

Bolder Academy is a place where every person has the right to be themselves and to be included, in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

We aim to:

- Provide an inclusive environment in which LGBTQ+ pupils and staff are valued and respected;
- Promote an understanding of, and support the needs of, LGBTQ+ pupils and staff, including mental health;

- Normalise awareness of the LGBTQ+ community and issues through the provision of an inclusive curriculum;
- 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 LGBTQ+ people and explicitly state that HBT language and bullying are unacceptable;
- Providing training to staff in supporting LGBTQ+ pupils, developing an LGBTQ+ inclusive curriculum and tackling HBT language and bullying;
- Providing support structures and information/resources to LGBTQ+ pupils on LGBTQ+ issues and support services;
- Providing pupils with LGBTQ+ inclusive Relationships and Sex Education (RSE) opportunities to discuss gender identity and sexuality, and including LGBTQ+ people and themes in the PSHCE and wider curriculum where relevant;
- Providing multiple ways for pupils to report HBT language and bullying, monitoring (including through staff and pupil surveys as well as the use of CPOMS) and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong;
- Ensuring that the school library contains books with LGBTQ+ themes and that any assemblies, projects or displays that celebrate diversity or tackle bullying are LGBTQ+ inclusive;
- Developing a gender-neutral dress code option and ensuring that unnecessarily gendered aspects of school life are avoided;
- Participating in the Stonewall School Champions programme, including its School Role Models programme;
- Nominating a member of staff as the school's LGBTQ+ 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 so far:

- An action plan for the next two years, setting out the school's strategy for embedding LGBTQ+ awareness and inclusion more firmly in its practices and in the wider curriculum, supported by Stonewall's Curriculum Guide;

- Updating the school's dress code to reflect changes agreed following consultation with LGBTQ+ Ambassadors to make sure there is a completely gender neutral option;
- Ensure LGBTQ+ language is widely known and understood by all staff and students through an LGBTQ+ knowledge organiser;
- Forming a LGBTQ+ leaders group across all year groups;
- LGBTQ+ leaders have time during their Being Bold sessions to work on raising awareness around the school;
- The school's acceptance form and terms and conditions could be updated to be gender neutral and LGBTQ+ inclusive;
- A new PSHE scheme of work has been developed;
- A new scheme of work for RSE produced by the PSHE Association, which is fully LGBTQ+ inclusive, has been adopted and is currently being rolled out;
- Stonewall's Starting Out careers guide could be accessible somewhere around school.

Research

- Checking the school curriculum - departments invited to consider opportunities to raise awareness of and embed LGBTQ+ topics in their subjects;
- Enquiries have been made about the school's approach to LGBTQ+ parents/carers to ensure that they are accepted without exception.

Raising Awareness

- Role model visits;
- LGBTQ+ assembly;
- House competitions;
- The school's visitor badge to be revised to include an equality and diversity statement;
- Additional LGBTQ+ awareness training open to all staff was conducted in January 2021 by Mermaids;
- Diversity Role Models delivered training in February 2020 a training to LGBTQ+ leaders;
- LGBTQ+ awareness training sessions to be delivered to form groups;
- LGBTQ+ leaders to conduct a campaign;
- Students review and change the school's anti-bullying policy;
- Display posters of positive LGBTQ+ role models;

- Produce a charter for students to sign and agree not to use HBT language;
- Students wear a badge to show support.

External Agencies – How can they help?

Organisations that can help include:

- Mermaids - <http://www.mermaidsuk.org.uk/>
- Diversity Role Models - <https://www.diversityrolemodels.org/>
- Gendered Intelligence - <http://genderedintelligence.co.uk/>
- GIRES - <https://www.gires.org.uk/>
- Anti-Bullying Alliance - <http://www.anti-bullyingalliance.org.uk/>
- GALOP - <http://www.galop.org.uk/trans/>
- LGBT+ Switchboard - <https://switchboard.lgbt/#>
- TranzWiki - <https://www.tranzwiki.net/>
- LGBT Foundation - <https://lgbt.foundation/>
- Akt The Albert Kennedy Trust - <https://www.akt.org.uk/>
- CliniQ - <https://cliniq.org.uk/>
- Families Together London - <http://www.familiestogetherlondon.com/>
- Family Lives - <http://www.familylives.org.uk/>
- FFLAG/ Family and Friends of Lesbians and Gays - <http://www.fflag.org.uk/>



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