



LGBTQ+ Policy

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LGBTQ+ Policy

Silverdale School & Primary ARP is a fully inclusive school that actively promotes values of respect and equality and works to ensure difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study.

As a society, there have been many positive changes towards LGBTQ+ equality in recent decades, however anti-LGBTQ+ bullying and language remain commonplace in Britain's schools and the wider community. As a school, we are committed to delivering a curriculum and wider enrichment programme which includes LGBTQ+ people and their experiences.

LGBTQ+ inclusive teaching ensures that LGBTQ+ children and young people with LGBTQ+ families, see themselves reflected in what they learn. It also encourages our young people to grow up with inclusive and accepting attitudes.

The school's approach to LGBTQ people and issues are 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 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.*

The school aims...

- To develop a whole school approach for staff, students, parents and visitors.
- To make LGBTQ+ Inclusion a key feature of the culture at Silverdale School & Primary ARP.
- To work restoratively together with students and families.
- To provide a holistic & multi-agency approach.
- To provide an inclusive environment in which LGBTQ+ students, staff and parents are valued and respected;
- To promote understanding of and support the needs of LGBTQ+ students and staff
- To promote LGBTQ+ awareness and issues through the provision of an inclusive curriculum;
- To recognise that homophobia can result in people being treated unequally and without respect. It can lead to discrimination, harassment and bullying in schools.
- To create an environment in which all staff and students, whatever their sexuality or gender assignment, feel equally welcome and valued.
- To reinforce the role of staff in promoting the wellbeing and safety of all students including LGBTQ+ students.
- To monitor and tackle HBT language and bullying.

The school seeks to achieve these aims by ensuring the following:

- Students will not be denied fair and equal treatment because of their sexuality or gender / gender identity.
- All areas of the curriculum and resources will be closely monitored to see that they do not rely on heterosexist assumptions and that they contain no homophobic/transphobic material.
- Homophobic / transphobic abuse, harassment and bullying (e.g. name-calling, derogatory jokes, graffiti, unacceptable or unwanted behaviour, and intrusive questions) are serious disciplinary offences, and will be dealt with under the appropriate procedure.
- Staff will not be excluded from employment or promotion because of their sexuality or gender / gender identity.
- The school will provide a supportive environment for staff or pupils who wish it to be known that they are either lesbian, gay, bisexual or transgender. However, it is the right of the individuals to choose whether they wish to be open about their sexuality in the school. To “out” someone, whether staff or pupil without their permission is a form of harassment and will be treated as such.
- Assumptions will not be made that partners are always of the opposite sex.
- LGBTQ issues will be included in equality training.
- Monitoring of complaints of homophobic/transphobic abuse, harassment and bullying should be undertaken each term and reported to Governors in the Headteacher’s Report.
- Staff undergoing medical and surgical procedures related to gender reassignment will receive positive support from the school to meet their particular needs during that period.
- The schools recognises that LGBTQ staff and pupils come from diverse backgrounds and will strive to ensure that they do not face discrimination either on the grounds of their sexual orientation or with regards to other aspects of their identity (e.g. race, age, religion, disability, belief). Overall, the school aims to create an environment in which all staff and students, whatever their sexuality or gender identity, feel equally welcome and valued, and in which homophobic / transphobic behaviour is not tolerated.

1. The single “Q” is used to refer to youth who identify as “queer” and to those who identify as “questioning.” “Queer” is an umbrella term used to describe a sexual orientation, gender identity or gender expression that does not conform to dominant societal norms.

2 Homophobia refers to the fear or dislike of someone who identifies as lesbian or gay. Homophobic bullying need not be physical (though it often is): name-calling and refusing to sit with or talk to people are other examples of such bullying.