



# LGBTQ+ Policy

Policy date:	September 2022
Date of next review:	September 2023
Owner:	Deputy Head (Pastoral)
SLT committee responsible:	-
Intended audience:	Pupils, parents, all staff
Location:	School portal and website

## **1. Introduction**

- 1.1 Haileybury is an inclusive school where difference and diversity are valued.
- 1.2 All pupils and staff are welcomed, respected and treated equally at Haileybury, irrespective of gender identification or sexuality.
- 1.3 This policy sits alongside the School's Equal Opportunities Policies, Countering Bullying Policy and its safeguarding and wellbeing policies, and should be read and understood by all staff (teaching and support).

## **2. Equal opportunities**

- 2.1 Haileybury recognises its responsibilities to support all pupils and staff in line with the Education and Inspections Act 2006, and the Equality Act 2010 irrespective of gender or sexuality:
  - The Education and Inspections Act 2006 states that 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.
  - The Equality Act 2010 states that 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.

## **3. Aims**

- 3.1 The aim of this policy is to outline the whole-school approach that Haileybury will adopt in order to support LGBTQ+ pupils and staff.
- 3.2 We aim to provide an inclusive environment in which LGBTQ+ pupils and staff are valued and respected.
- 3.3 We seek to promote an understanding of LGBTQ+ issues, and support the needs of LGBTQ+ pupils and staff, through our teaching (e.g. Wellbeing curriculum and tutorial programmes) and CPD.
- 3.4 We aim to normalise LGBTQ+ issues and awareness through the provision of an inclusive curriculum.
- 3.5 We will proactively monitor and tackle HBT language and bullying, recognising that this has no place in our School.
- 3.6 We recognise, in line with KCSIE 2022 that the experiences of LGBTQ+ children need to be incorporated into our delivery of a preventative education in order to safeguard their needs. This is achieved through our Wellbeing programme and an inclusive curriculum.

## **4. An inclusive environment**

- 4.1 We ensure that our policies and practices are inclusive and supportive of all LGBTQ+ people in our community - whether pupils, staff, parents/carers or visitors.

- 4.2 The same rules regarding intimate sexual relationships apply to homosexual and heterosexual relationships between pupils.
- 4.3 We encourage staff to reflect on their teaching practices, language and resources, and the environment of boarding houses and social spaces, to ensure that they encourage inclusivity and tackle HBT behaviour.
- 4.4 We will tackle HBT behaviour and monitor this across the School, working proactively to eliminate HBT bullying.

## **5. Teaching and learning**

- 5.1 The Wellbeing curriculum includes LGBTQ+ inclusive relationship and sex education.
- 5.2 The tutorial and assembly programmes provide opportunities for pupils to discuss gender identity and sexuality. LGBTQ+ people and themes will be included in the wider curriculum where relevant and through the School's recognition and celebration of national events such as LGBT+ History Month, and Pride Month.
- 5.3 In line with our Rewards, Behaviour and Sanctions Policy, and Countering Bullying Policy, all pupils are taught that HBT language and bullying is unacceptable, and pupils know how to report such behaviour.
- 5.4 All staff are offered professional development opportunities to aid their understanding of LGBTQ+ issues, and how to support LGBTQ+ pupils.

## **6. Support**

- 6.1 LGBTQ+ pupils are able to access support, information and resources on LGBTQ+ issues and support services, through the Health Centre, the Wellbeing Centre and Counselling Service, and/or through the pastoral team.
- 6.2 A pupil-led Pride Alliance meets regularly to discuss LGBTQ+ issues and to promote inclusion at Haileybury.
- 6.3 Pupils have access to resources on LGBTQ+ topics and issues, to complement their Wellbeing lessons.
- 6.4 Pupils are encouraged to seek out help, support and advice in the event of any concerns or questions, and can do so anonymously through their Wellbeing class feedback forms.

<b>Version history</b>		
<b>Date</b>	<b>Reviewed by</b>	<b>Notes</b>
June 2020	LBP	
September 2021	SLT	Approved
September 2022	LBP, SLT	Minor updates