

LGBTQ+ Policy



Queen Elizabeth Grammar School Penrith

Approved By Governors' E & S Committee: 14.06.2022

Chair of Governors: T Boving Foster

Date: 14.06.2022

A handwritten signature in black ink, appearing to read 'T Boving Foster'.

Headteacher: P Buckland

Date: 14.06.2022

A handwritten signature in black ink, appearing to read 'P Buckland'.

Last Reviewed On: 14.06.2022

Next Review Due By: 14.06.2023

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1. Aims

Our school aims:

- To provide an inclusive environment in which LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning) pupils and staff are valued and respected;
- To promote understanding of and support the needs of LGBTQ+ pupils and staff;
- To raise awareness of the issues that the LGBTQ+ community face through the provision of an inclusive curriculum;
- To monitor and tackle HBT (Homophobic, Biphobic, Transphobic) language and bullying.

2. Legislation and guidance

This policy has been written in consultation with Stonewall and relates to a number of school policies, including Equalities, Behaviour, 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 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 LGBT people and issues.

3. Practices and procedures

The school seeks to achieve the stated 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;
- By providing training to staff in supporting LGBTQ+ pupils, developing an LGBTQ+ inclusive curriculum and tackling HBT language and bullying;
- By providing support structures and information/resources to LGBTQ+ pupils on LGBTQ+ issues and support services including through the use of LGBTQ+ noticeboard;

- By 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 Citizenship and wider curriculum where relevant;
- By providing multiple ways for pupils to report HBT language and bullying, monitoring (including through the analysis of CPOMS records) and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong;
- By ensuring that the school library contains books with LGBTQ+ themes and that any assemblies, projects or displays which celebrate diversity or tackle bullying are LGBTQ+-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;
- By supporting an LGBTQ+ lunchtime club that is run by the students for the students, but overseen by staff.
- By supporting students and their families when they are considering name and pronoun changes within school and involving internal school data;
- By nominating a member of staff (Assistant Head, Student Welfare) 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. They will use student voice and work with the LGBTQ+ club to achieve this.

4. Name and pronoun changes

- The school's main aim and objective is to support students and their families when considering a name or pronoun change.
- Such changes can be made to internal school data including registers and reports; however, any legal/external change is beyond the remit of the school.
- If a student requests a name or pronoun change, individual staff cannot agree to this without a centralised and whole school decision being made by the Assistant Head, Student Welfare and the SLT.
- Any change of name or pronoun will always be discussed with parents before any decision is made. This includes students in the sixth form. The school's goal will always be to gain parental/carers support before any changes are made.
- In very rare occasions where parental/carers support is not initially given, the Assistant Head, Student Welfare will not make name/pronoun changes and the student will be asked to wait two academic terms before making the request again. If the Assistant Head, Student Welfare is happy that the

student has fully evaluated the request and they appear committed, the name and pronoun change can go ahead. Parents/carers should be informed, but permission is not required.¹

- During this two term period, the Assistant Head, Student Welfare and other staff should continue to work with the student and their family to answer questions, resolve issues and pass on relevant supporting information and guidance if this support is requested.

5. Links with other policies

This online safety policy is linked to our:

- Child protection and safeguarding policy
- Behaviour policy
- Anti-Bullying policy
- RSE policy
- Equalities policy

¹ Advice from Stonewall: “Parental permission is not needed for you to change a student’s preferred name on your systems or to use their preferred pronouns. [Keeping Children Safe in Education](#) makes it clear that your duty of care is to the student, not their parents/carers.”

