



LGBTQ+ POLICY

Committee Responsible:	School Life Committee
Reviewed by:	Deputy Head (Pastoral)
Adopted by Committee:	February 2020
Last reviewed:	February 2026
Date of next review:	February 2029

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Reference Source(s):

This policy relates to a number of school policies, including Equal Opportunities, Social Respect (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:

1. 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 HBT (homophobic, biphobic or transphobic) bullying.

2. 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.

3. Sibford School aims to:

- 3.01 Provide an inclusive environment in which LGBTQ+ pupils and staff are valued and respected.
- 3.02 Promote understanding of and support the needs of LGBTQ+ pupils and staff.
- 3.03 Promote LGBTQ+ awareness and issues through the provision of an inclusive curriculum.
- 3.04 Monitor and tackle HBT language and bullying.
- 3.05 Teach content which is age-appropriate.
- 3.06 Provide a safe space for LGBTQ+ children to speak out or share their views

4. Sibford School seeks to achieve these aims by:

- 4.01 Ensuring that school policies and practices are inclusive and supportive of LGBTQ+ people and explicitly state that HBT language and bullying are unacceptable.
- 4.02 Providing training to staff in supporting LGBTQ+ pupils, developing an LGBTQ+-inclusive curriculum and tackling HBT language and bullying.
- 4.03 Providing support structures and information/resources to LGBTQ+ pupils on LGBTQ+ issues and support services.
- 4.04 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 PSHE and wider curriculum where relevant. Lesbian, gay, bisexual, transgender and questioning (LGBTQ) content also includes same-sex parents/carers when discussing families and teaches pupils the "facts and the law" about biological sex and gender reassignment, including that legal rights may differ based on biological sex.
- 4.05 Providing multiple ways for pupils to report HBT language and bullying, monitoring and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong and can take many forms including verbal, physical, online etc.
- 4.06 Ensuring that the school libraries contain books with LGBTQ+ themes and that any Meetings, projects or displays which celebrate diversity or tackle bullying are LGBTQ+-inclusive.

4.07 Maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided.

4.08 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.

5. Policy and Key Documents

5.01 LGBTQ+ awareness and inclusion is embedded in the wider curriculum, supported by Stonewall's Curriculum Guide.

5.02 The school's dress code reflects changes agreed following consultation with pupils to make it completely gender neutral.

5.03 The school's acceptance form and terms and conditions are gender neutral and LGBTQ+ inclusive.

6. Resources

6.01 The school's PSHE scheme of work.

6.02 The school's RSE scheme of work which is fully LGBTQ+ inclusive.

6.03 Stonewall's Starting Out careers guide will be displayed in the Careers Department.

7. Research

7.01 There will be an audit of the school curriculum. Departments will be invited to consider opportunities to raise awareness of and embed LGBTQ+ topics in their subjects.

7.02 Enquiries will be made about the school's approach to LGBTQ+ parents/carers to ensure that they are accepted without exception.

8. Raising Awareness

8.01 Additional LGBTQ+ awareness training will be open to all staff.

8.02 LGBTQ+ awareness training sessions will be delivered to Sixth Form students.

8.03 LGBTQ+ awareness training will be delivered to House parents.

The School will ensure that its teaching is sensitive and age appropriate in content. This content will be fully integrated into the programmes of study rather than delivered as a stand-alone unit or lesson. The School will also endeavour to provide a safe space for LGBTQ+ children to speak out or share their views.