



Intake Farm Primary School LGBTQ+ Policy

Context

In line with Keeping Children Safe in Education September 2022, we have clear responsibilities for children who may identify as LGBTQ+.

Rationale

Our policy ensures that children who may be LGBTQ+ have a trusted adult with whom they can be open. This may be the class teacher, or the class TA, or a member of staff that the child has a particular bond with, e.g. an ELSA TA.

We acknowledge that children who are LGBTQ+ are more likely to be targeted and discriminated against. Homophobia, biphobia, and transphobia are not phobias, they are not fears; they are forms of discrimination of or hate towards LGBTQ+ people or those perceived to be LGBTQ+ will not be tolerated.

We recognise the diversity of family life in today's society, particularly the fact that some children may have gay, lesbian or bisexual parents or carers.

Children and young people should respect differences between people and celebrate their own and other people's diversity and uniqueness. They should respect differences in family, culture, religion, age, gender and sexual orientation. Young people who identify as LGBTQ+ (which stands for lesbian, gay, bisexual, transgender, queer (or questioning) and others) should feel valued and safe within the school community.

Our assurances

We will ensure that we:

- increase knowledge and understanding of LGBTQ+ matters in an age-appropriate way that is in keeping with the school's ethos and RSE policy;
- support pupils who identify as LGBTQ+;
- are prepared for disclosures, are respectful to any pupil who makes a disclosure and their family, and know what to do or who to talk to for support;
- have an anti-bullying policy that covers, and contains strategies to deal with, homophobic bullying. Pupils who are victimised in this way should know who to talk to for help;
- include guidance on support for transgender pupils. (For more information and to download the guidance, see Supporting Transgender Young People on the Education Authority website);
- include signposts to resources and guidance information for teachers, parents/carers, and children on LGBTQ+ matters. It also signposts to local organisations that can offer confidential advice and support to children and young people, and families.

Each child's uniqueness

We should focus on appreciating each child's uniqueness. For all pupils to learn effectively, we must make sure that they feel safe, supported and able to thrive.

Children have the right to an education free from discrimination and prejudice. Our teachers understand gender stereotypes and have the confidence to:

- use a range of resources to support a gender-aware approach to teaching and learning;
- use appropriate terminology and language;

- tackle gender stereotypes;
- challenge homophobic, transphobic or any other type of bullying;
- use appropriate strategies to support transgender or gender-questioning children.

We will be proactive in establishing links with local agencies that work with schools to provide training for teachers and anti-bullying workshops for pupils.

Written by J Fieldwick – Headteacher, September 2022

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