



The Gainsborough  
Academy  
'High Expectations'

# Anti-homophobia / Anti- Transphobia and Anti - Biphobia Policy

<b>Approved by:</b>	Principal	Date: 03/02/2018
<b>Last reviewed on:</b>	03/02/19 / 21/01/20	
<b>Next review due by:</b>	01/09/21 (Annually) <i>**extended by 6 months to allow trust transfer of policies</i>	

## To be read in conjunction with the Equality and Diversity Policy

### Introduction

“Homophobic bullying in Britain’s schools damages the life chances of young lesbian and gay people forever. The Gainsborough Academy has a vision of a Britain where one day every child will grow up free from hatred, or prejudice, or fear.”

### Legal framework

The school welcomes our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to disability, ethnicity, sex (gender), religion/belief, sexual orientation, gender identity (and in relation to staff and parents: age, marriage/civil partnership and pregnancy/maternity).

These duties and intentions reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The duties to promote equality in relation to sexuality and gender identity are relatively new to many in our community. This policy is provided to support the school community in moving forward to fulfil these duties.

### **Guiding principles**

In fulfilling the legal obligations we are guided by the following principles:

#### **Principle 1: All learners and other members of the school community are of equal value**

All members of our community have the right to feel safe and valued. It should be understood that there are lesbian, gay and bisexual people and those who experience gender dysphoria in every community including, every cultural and religious group. The leadership of all faith communities in Britain confirm that they do not condone or encourage homophobia or transphobia.

#### **Principle 2: We recognise and respect difference**

We must take account of differences and provide a welcoming and inclusive community for all, including in relation to sexual orientation and gender identity. Lesbian, gay, bisexual and transgender people are welcome as employees, governors, parents, visitors and pupils in our school community.

#### **Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

We intend that our policies, procedures and activities should promote:

- positive attitudes towards diversity including with regard to sexual orientation and gender identity
- positive interaction and good relations between different groups and individuals in an absence of prejudice-related bullying and incidents, including specifically homophobia, transphobia, biphobia and the stereotyping of gender behaviours

## **Principle 4: We aim to reduce and remove inequalities and barriers that already exist**

We will challenge all instances of homophobic, transphobic and biphobia bullying or derogatory language and work towards removing any inequalities and barriers that may exist in relation to sexual orientation and gender identity. The senior leadership and governing body will monitor progress towards equality in relation to sexuality and gender identity. No-one within our community has the right to discriminate against any other member of the school community.

### **Roles and Responsibilities**

All members of staff are expected to:

- promote a fully inclusive ethos in the classroom, curriculum and playground in which different families are represented
- teach pupils that it is unacceptable to be hurtful or negative about any aspects of sexuality and gender
- deal with any prejudice-related incidents that may occur
- teach and support pupils to respect and understand diversity

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

The Principal is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Parents are expected to support the equality and diversity principles of the school and actively ensure their children do not discriminate against others on grounds of sexuality or gender identity, including supporting the school to prevent the use of derogatory language and any forms of social exclusion.

### **Equal Opportunities**

These principles are part of the ethos of The Gainsborough Academy. Awareness will be raised of these issues through regular PHSE activity sessions, assemblies and core and foundation subjects where appropriate.

### **Dealing with Bullying**

All allegations of bullying by students must be referred to the Head of Year or Head of Year Support immediately. Bullying taking place during the journey to and from school should be reported to the Head of Year or Head of Year Support as soon as possible.

The Head of Year / Head of Year Support will investigate the concern or allegation to clarify the facts, taking statements from the alleged bully, victims and independent witnesses.

Careful consideration of all circumstances will be made before sanctions or next actions are decided. This will in the vast majority of cases involve parents/ carers of both the alleged bully and victim being informed at the earliest opportunity. All cases will be recorded on the Academy's CPOMS (Child Protection on Line Monitoring System).

**Serious or persistent cases of bullying will be referred to the Principal and could lead to a Fixed Term Exclusion or ultimately Permanent Exclusion.**