

Stanborough



Anti-Homophobia Policy

Reviewed by:	Standards & Achievements Committee
Date of Issue:	June 2022
Date of next Review:	June 2023
Responsible member of SLT:	Jessica Vlijter

————— **Grow and Succeed** —————

High Expectations | Mutual Respect | Quality Learning | Success for All

Our policy is set within the school's four principles of:

High Expectations Quality Learning Mutual Respect Success for all

The principles underpin our efforts in promoting equality and tackling discrimination.

To be read in conjunction with the Equal Opportunities Policy

Legal framework

Stanborough 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 where applicable: 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 sexual orientation 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. There are lesbian, gay, bisexual and transgender people and those who experience some degree of 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, biphobia 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 students 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, biphobia, transphobia and the stereotyping of gender behaviours.

Reviewed by:	S&A Committee	Issue date:	Review date	Edition No: 3
Responsible SLT member:	Jessica Vlijter	June 2022	June 2023	
Policy reference	SS-POL-SAA-011			Page 2 of 4

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

We will challenge all instances of homophobic, biphobic and transphobic bullying or derogatory language. We will work towards removing any inequalities and barriers that may exist in relation to sexual orientation and gender identity, including challenging stereotyping. The senior leadership and governing body will monitor progress towards equality and inclusion 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 students that it is unacceptable to be hurtful or negative about any aspects of sexual orientation and gender identity
- deal with any prejudice-related incidents that may occur
- teach and support students to respect and understand gender diversity
- provide a curriculum that meets the needs of all, including lesbian, gay, bisexual and transgender students

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 Personnel and Finance & Resources Committees of the governing body has a watching brief regarding the implementation of this policy in relation to staffing, employment and recruitment practices, well-being and whistle blowing, school site, visitors, and the learning environment. .
- The Standards and Achievements Committee of the governing body has a watching brief regarding the implementation of this policy in relation to the curriculum, the barriers to learning for vulnerable groups and any incident trends.

The Headteacher is responsible for ensuring the implementation of 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 prejudice related incident or 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 sexual orientation or gender identity, including supporting the school to prevent the use of derogatory language, any forms of social exclusion and to challenge gender stereotyping.

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Responsible SLT member:	Jessica Vlijter	June 2022	June 2023	
Policy reference	SS-POL-SAA-011			Page 3 of 4

REFERENCED POLICIES

Equality Policy (SS-POL-PER-007)

Anti-bullying Policy (SS-POL-SAA-012)

Behaviour and Rewards Policy (SS-POL-SAA-016)

DOCUMENT CONTROL

Document Control		
Edition	Issued	Changes from previous
1	June 2020	New Policy
2	June 2021	No changes
3	June 2022	Addition of Equality Policy under referenced policies.

End of Policy

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Policy reference	SS-POL-SAA-011			Page 4 of 4