



All policies carrying the Bryanston logo apply equally to any other brands or operations of Bryanston including Bryanston Prep

## LGBT POLICY

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| Author:      | EDI Lead   |
| Reviewer:    | Deputy Head Boarding and Pastoral/ Senior Deputy Head/ Deputy Head, Pupil Development/HsMs |
| Reviewed:    | September 2024   |
| Next Review: | September 2025   |

This policy relates to a number of school policies, including Equal Opportunities, Anti-bullying and Relationships and Sex Education (RSE). It sets out in more detail the school's approach to LGBT people and issues in line with the Education and Inspections Act 2006, the Equality Act 2010 and the non-statutory guidance on Gender Questioning Children published by the Department for Education in December 2023.

### **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.

### **Gender Questioning Children – Non-Statutory Guidance 2023**

Whilst this document is currently at the consultation phase it provides helpful guidance, including the following principles:

- Schools and colleges have statutory duties to safeguard and promote the welfare of all children.
- Schools and colleges should be respectful and tolerant places where bullying is never tolerated.
- Parents should not be excluded from decisions taken by a school or college relating to requests for a child to 'socially transition'.
- Schools and colleges have specific legal duties that are framed by a child's biological sex.



- There is no general duty to allow a child to ‘social transition<sup>1</sup>.’

The school aims...

- To provide an inclusive environment in which LGBT pupils and staff are valued and respected;
- To promote understanding of and support the needs of LGBT pupils and staff;
- To usualise LGBT awareness and issues through the provision of an inclusive curriculum;
- To monitor and tackle HBT language and bullying.

The school seeks to achieve these aims...

- By ensuring that school policies and practices are inclusive and supportive of LGBT people and explicitly state that HBT language and bullying are unacceptable;
- By providing training to staff in supporting LGBT pupils, developing an LGBT-inclusive curriculum and tackling HBT language and bullying;
- By providing support structures and information/resources to LGBT pupils on LGBT issues and support services;
- By providing pupils with LGBT-inclusive Relationships and Sex Education (RSE), opportunities to discuss gender identity and sexuality, and including LGBT people and themes in the PSRE and wider curriculum where relevant;
- By providing multiple ways for pupils to report HBT language and bullying, monitoring (including through staff and pupil surveys) 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 LGBT themes and that any assemblies, projects or displays which celebrate diversity or tackle bullying are LGBT-inclusive;
- By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided;
- By participating in the Educate & Celebrate Pride in EDI Bronze Award.
- By nominating a member of staff to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff.

How the school has worked towards these aims

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<sup>1</sup> Social transition is defined by Department For Education in [Gender Questioning Children – Non-Statutory Guidance 2023](#) as “a term often used to refer to a process by which people change their name, pronouns, clothing, or use different facilities from those provided for their biological sex. Not all people who go through this process will do so in the same way. Not all "Requests made to schools or colleges will comply with legal duties to safeguard children. Social transitioning is not a neutral act, as it has been recognised that it can have formative effects on a child’s future development.”



In September 2022, training was provided by Dr Elly Barnes MBE of Educate & Celebrate on LGBT+ issues, focusing in particular on identifying and tackling discriminatory language.

In June 2023 the school was awarded Educate & Celebrate's Pride in EDI Bronze Award for its work in this area. Work has continued to embed best practice with regard to LGBT awareness and inclusion in the following ways:

- There has been removal of unnecessarily gendered language from the school's policies and website, including in relation to staff job titles and the school's Uniform Policy.
- There are weekly meetings of a Pride Youth Network take place (student led, facilitated by staff)
- There has been annual celebration of Pride month and LGBT+ History Month.
- The school's LGBT action plan has been revised and update.
- Nominated staff attended training on the implications of the Cass Report<sup>2</sup> on how the school should approach LGBT issues.

### Resources

- Further resources have been developed by the Head of PSRE to ensure that RSE is LGBT inclusive in line with the Government's statutory guidelines;
- An LGBT group has been set up on the Beyond Bryanston network, putting OBs in touch with each other, which, in due course, could provide mentoring opportunities to current pupils;
- Display material has been prepared for each boarding house, comprising essential information, resources and available support (relevant to LGBT+ pupils and for the general awareness of all);
- There is a new LGBT+ selection in the library

### Research

- An audit of the school curriculum is ongoing. This year several departments have been invited to consider opportunities to raise awareness of and embed LGBT topics in their subjects;
- A new survey of all pupils was conducted to inform policy and identify further training needs;

### Raising Awareness

- There are weekly meetings of a Pride Youth Network take place (student led, facilitated by staff)
- There has been annual celebration of Pride month and LGBT+ History Month.
- Gendered language has been updated on the school website (for example, the terms House Master and House Mistress have been replaced by House Parent).
- An updated Code of Conduct published throughout the school.

This document should be read in conjunction with the school's LGBT action plan and the following school policies:

- Bryanston School Rules and Regulations
- Bryanston School Anti-bullying Policy
- Bryanston School Behaviour Policy
- Bryanston School Equal Opportunities Policy

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<sup>2</sup> [The Cass Report – April 2024](#)



- Bryanston School Cyberbullying Policy
- Bryanston School Safeguarding Policy and Child Protection Procedures
- Bryanston School Relationships and Sex Education (RSE) Policy
- Bryanston School Guidance on Supporting Transgender Pupils
- Bryanston School Boarding Policy