



Anti-Homophobia, Biphobia and Transphobia Policy

Start Date:	Spring 2023
Date of Next Review:	Spring 2025
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Responsible Committee:	Education Committee

Ambition · Pride · Success

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

Legal framework

Haileybury Turnford 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, religion/belief, sexual orientation, and gender reassignment. (Also, primarily 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 sexual orientation and gender reassignment can be viewed with suspicion by some individuals in the wider community. This statement is provided to support our school community in moving forward to fulfil these duties.

Guiding principles

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

Principle 1: All students and other members of the school community are of equal value

All members of our community have the right to feel safe and valued. In every community there are lesbian, gay, bisexual, and transgender people, those who experience some degree of gender dysphoria and those who reject traditional gender labels of any sort. This is the case in 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. (HFL Education, 2022).

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, gender reassignment 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.

Principle 4: We aim to reduce and remove inequalities and barriers

We will challenge all instances of homophobic, biphobic and transphobic bullying, derogatory language, and stereotyping. We will work towards removing inequalities and barriers that may exist in relation to sexual orientation, sex, and gender reassignment. The senior leadership team and governing body will monitor progress towards equality and inclusion, including with regard to sexual orientation and gender

reassignment. No-one within our school community has the right to discriminate against any other member of the school community.

Roles and Responsibilities

All Staff

All members of staff are expected to:

- promote a fully inclusive ethos in the classroom, curriculum, and playground in which different families are represented
- challenge attitudes that support a polarised attitude to sex and gender
- teach students that it is unacceptable to be hurtful or negative about any aspects of diversity related to sexual orientation and gender reassignment
- deal with and record any prejudice-related incidents that may occur using the definition in school policy
- teach and support students to respect and understand all aspects of diversity protected by law
- provide a curriculum that meets the needs of all, including LGBT+ students

Governors

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 Education Committee 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.
- The Education Committee of the governing body has a watching brief regarding the implementation of this policy in relation to the school site, visitors, and the learning environment.
- The Education 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.

Senior Leaders

The Principal 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 and Carers

Parents/Carers 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 reassignment, including supporting the school to prevent the use of derogatory language or any forms of social exclusion and to challenge stereotyping.