

SOUTH LINCOLNSHIRE ACADEMIES TRUST (SLAT)
BOURNE ACADEMY, SPALDING ACADEMY & GILES ACADEMY



Inclusion and Diversity Policy

Aspire - Challenge – Achieve

Owner	Approval	By Whom	Review
		Governors	September 2022

The South Lincolnshire Academy Trust Inclusion and Diversity Strategy

As a Trust we promote the values of diversity, equality and inclusion working to support all minority groups in school, including LGBTQIA+, students of different racial backgrounds and equality rights for woman.

All schools in the South Lincolnshire Academies Trust, work to support our students in a variety of ways, including as seen in our Positive Pride Group, which is a student-led group that provides a safe place for students to socialise, support each other, talk about LGBTQIA+, BAME and other minority group issues, to work towards seeing an end to homophobia, biphobia, transphobia, racism and sexism.

Our Trust policies have been written in consultation with Think2Speak and relate to a number of school policies, including: Equal Opportunities; Safeguarding; Behaviour; Anti-Bullying and Relationships and Sex Education (RSE). Our policies set out in more detail the Trust's approach to LGBTQIA+, BAME, racial and equality rights matters in line with the Education and Inspections Act 2006 and the Equality Act 2010.

Our school aims are:

- To provide an inclusive environment in which LGBT pupils & staff and also for staff & pupils from different cultures and of different genders are valued and respected
- To promote understanding of and support the needs of LGBT pupils and staff, and also for staff and students from different cultures and different genders
- To familiarise LGBT, racial; and gender awareness and issues through the provision of an inclusive curriculum
- To monitor and tackle LGBT, racial and sexist language and bullying.

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, or transphobic bullying.

Equality Act 2010

Schools are required to eliminate discrimination on the grounds of sexual orientation and gender reassignment. This includes tackling homophobic, biphobic and transphobic (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 LGBTQ people and issues.

Sexual orientation refers to a person's emotional, romantic and/or sexual attraction to another person. Tackling homophobic and biphobic bullying helps schools and colleges meet their legal duties under the Equality Act.

Gender reassignment refers to anyone who is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. Tackling transphobic bullying helps schools and colleges meet their legal duties under the Equality Act.

Trans children and young people aren't required to have undergone any form of medical intervention to be protected under the Equality Act. Tackling transphobic bullying and supporting trans-learners to participate fully in school is vital in helping schools and colleges to meet their legal duties under the Equality Act. Schools must ensure that trans children and young people aren't singled out for different or less favourable treatment than those who are not trans.

We seek to achieve our aims:

- By ensuring that trust policies and practices are inclusive and supportive of LGBTQ people and explicitly state that homophobic, biphobic and transphobic (HBT) language and bullying are unacceptable.
- By ensuring home communication is gender neutral, where possible.
- By providing training to staff in supporting LGBTQ pupils, developing an LGBTQ-inclusive curriculum and tackling HBT language and bullying.
- By providing support structures and information/resources to LGBTQ pupils on LGBTQ issues and support services, through Think2Speak or Lincolnshire's LGBTQ Support Service. Also, to implement a LGBT community support group.
- By providing pupils with LGBTQ-inclusive Relationships and Sex Education (RSE), opportunities to discuss gender identity and sexuality, and including LGBTQ people and themes in the RSHE and wider curriculum where relevant.
- By providing multiple ways for pupils to report bullying, monitoring (including through staff and pupil surveys) and recording HBT language and bullying, as well as ensuring that pupils are aware that this language and bullying are wrong.
- By ensuring that the Trust libraries contain books with LGBTQ themes and that any assemblies, projects or displays which celebrate diversity or tackle bullying are LGBTQ - inclusive.
- By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided.
- By nominating a member of staff as the school's LGBTQ Lead, to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff.
- By supporting pupils, staff and families with any names changes or pronouns (more information below).

What has South Lincolnshire Academies Trust achieved to date:

- A gender neutral uniform
- Support groups led by students to promote inclusivity
- Preferred names and pronouns on parental permission (under 16 years old).
- A new scheme of work for RSHE which is fully LGBT inclusive, has been adopted and is currently being rolled out.
- Working with Think2Speak LGBT Support Service, to support pupils, staff and parents.
- LGBT displays around trust schools to promote equality.
- Use of language – young person rather than gender specific.
- Student support groups to lead peer on peer support for minority groups
- Whole school assemblies twice a year.

Process of requests to change Preferred Name or Pronoun NAMES AND PRONOUNS

Some pupils may wish to change their pronoun from 'he' to 'she' or vice versa, while others, for example a non-binary young person, may prefer a pronoun that doesn't relate to being male or female, such as 'they'. If a pupil is in Yr7-11, we require parents/carers to complete our permission form (Appendix 1) to change a young person's Preferred Name or Pronoun.

Once we have received this permission, we will inform staff of the change. We will update our SIMS records to reflect a child or young person's Preferred Name. A trans child or young person does not need to go through a legal process to be known by their Preferred Name and/or Pronoun. If a young person would like their documentation changing, this will involve changing their name by deed poll, but parental consent is required for under 16s. Once changed, passports and bank statements can be amended, and exam certificates will reflect their new name. A young person's sex assigned at birth will by law remain on some things, including exam certificates. Under UK law, trans people under 18 are unable to apply for a Gender Recognition Certificate or change their birth certificate.

If a student is in Bourne Academy sixth form, we can support them completing their own permission slip for change of Preferred Name and gender.

The Trust designated LGBTQ Leads are:

Head of School (BA), Head of School (SA) and Head of School (BA)



South Lincolnshire Academies Trust

BOURNE ACADEMY

Edinburgh Crescent
Bourne
Lincolnshire
PE10 9DT

Parent/Carer Permission slip.

I am writing to change the preferred name and/or pronoun for my child.

_____ (legal name) would now like to be called
_____ as the preferred name.

The pronouns to be used is: _____ he/his she/her they/them

I give permission for this to change on your school system. I understand that all legal documentation will still be in my child's legal name. I have read and understood your school Inclusion policy.

Signed _____

Relationship to young person _____

Date _____

Please return to the Head of Key Stage.

Date received by Office: _____



South Lincolnshire Academies Trust

BOURNE ACADEMY

Edinburgh Crescent
Bourne
Lincolnshire
PE10 9DT

Year 12 / 13 Independent Confirmation:

I am writing to change my preferred name and/or pronoun.

I _____ (insert legal name) would now like to be called _____ as my preferred name.

The pronouns to be used is: _____ he/his she/her they/them.

I understand that all legal documentation will still be in my legal name. I have read and understood your school Inclusion policy.

I can confirm my parents/carers are aware of this change: Y / N

Signed _____

Date _____

Please return to the Head of Key Stage.

Date received by Office _____