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**Developing LGBT+ Inclusivity**

**in your school**

Key Actions:

* LGBT+ Inclusivity is on your School Development Plan or Pastoral Development Plan
* Students are consulted on and participate in collecting information on LGBT+ inclusion and any issues in school.

***Checklist for schools***

Key Benefits:

* Students are more likely to attend and participate in lessons and school activities
* Students have increased mental health and are less likely to self-harm.

**Five Key Areas:**

**Visibility**

* Displays in corridors make it clear that everyone is welcome in the school, including LGBT+ young people and adults (parents etc)
* Posters displayed in corridors and classrooms celebrate LGBT+ people (eg available from PopnOlly.com)
* Supportive staff wear rainbow lanyards/laces or have rainbow/ trans stickers, flags or posters in classrooms or on classroom doors to signify direct support (not just in public places)
* Classrooms/ libraries stock inclusive books (see resource suggestions on DiversityMel.com)
* Your support for LGBT+ inclusivity is clear on your website and in the school prospectus
* The school participates in Diversity Week, run by *Just Like Us* (June each year)
* Staff pronouns are visible on name-badges, display boards, email signatures, website, etc.

**Inclusivity**

* Teachers use a questionnaire to check preferred name and pronouns at the start of the year.
* Uniform is not designated gender specific – it is clearly described but can be worn by any student
* Several toilets are designated specifically for all genders (not just male/female)
* Facilities are available for trans students to change for PE in a way that is appropriate for them.
* Students are not routinely divided into male and female eg for lining up, or sitting in classrooms
* Trans students are allowed to participate in sports with other students of their gender.

**Learning**

* Assemblies are used to promote gender and LGBT+ equality
* Tutor time is used for discussions to promote gender and LGBT+ equality ( resources at DiversityMel.com)
* Subject Leads actively look for opportunities to promote equality in their subjects eg LGBT+ artists, scientists, mathematicians, writers, musicians etc.

**Anti-bullying/ Support**

* A designated member of SLT is responsible for actively supporting diversity and dealing with any issues of bullying/ inappropriate language
* There are trained, designated staff who publicly (via website/ display board) offer support to anyone wanting to discuss their gender or sexuality
* School Equality and Anti-bullying policies clearly refer to homophobic/ transphobic bullying
* A zero-tolerance policy to sexist, homophobic or transphobic language is made clear to everyone in the school eg in an assembly and is adhered to by all staff. There is a clear way for staff and students to report any inappropriate language and support from SLT to talk to perpetrators.
* Posters displayed around the school (including in classrooms) specifically refer to the unacceptability of homophobic/ transphobic language.
* There is an easy way for students to report cases of abuse, bullying or inappropriate language without having to speak directly to a teacher eg report form in the office. All complaints to be dealt with asap by the designated SLT member.

**Staff**

* Inclusive language is used by all staff, in school documentation and on staff room notices.
* It is clear from posters and SLT leadership that all LGBT+ staff will be supported, if necessary, if they wish to be out at school.



[www.DiversityMel.com](http://www.DiversityMel.com)

www.SpaceYouthProject.co.uk