



# **St. Joseph's Catholic Academy**

## **LGBT Policy**

### **2022-2023**

<b>Start Date:</b>	<b>Review Date:</b>
<b>October 2022</b>	<b>October 2023</b>

## Statement of Intent

St Joseph's Catholic Academy celebrates diversity, is proactive in challenging discrimination in its many forms and promotes freedom of expression.

## Definition

For the benefit of this policy and for consistency in language when referring to LGBT+ issues, the following definitions are useful;

- **Sexual Orientation** describes our sexual and romantic attraction to others, whether this is same sex attraction (lesbian/gay), attraction to both sexes (bisexual), or attraction to the opposite sex (heterosexual).
- **Sexuality** includes our sexual orientation, our sexual behaviour, how we express ourselves, even how we dress. Sexuality develops and changes throughout our lives. A person's sexuality is individual to them. It is shaped by many things; by our gender, culture, tradition, society, and the environment we live in; by our life experiences, and by our personal ethics, beliefs and values. It evolves throughout our lives.
- **Sex** is the biology of being either male or female. It is assigned at birth based on physiology (reproductive organs/chromosomes).
- **Gender Identity** is a person's private sense of identity relating to their gender. It is about how we feel about our gender and may not be the same as how we are perceived by other people. A person's gender role describes the characteristics that a society or culture delineates as masculine or feminine. Whilst gender roles can be important and held strongly by some young people, it is important that young people can identify stereotypes and their potentially negative effects for people. Gender is constructed within institutional and cultural contexts that produce multiple forms of masculinity and femininity, normally one form of 'being masculine' and 'being feminine' is dominant over others in each cultural context.
- **Cisgender Person** – A person whose assigned biological sex matches their gender. In other words, it is a term for non-trans people.
- **Transgender/Trans** – Umbrella terms used to describe people who identify as: Transgender, Transsexual, Cross-Dresser, Intersex, both male and female, neither male nor female, Androgynous, a third gender, Gender Fluid or who have a gender identity which we do not yet have words to describe.

## It is the aim of St. Joseph's Catholic Academy...

...to make our school fully inclusive to all students, staff and visitors. We will achieve this by;

- Supporting students, staff and visitors who identify as LGBT+ by treating them equally
- Challenging gender stereotypes in school, particularly careers education
- Record instances of homophobic, biphobic and transphobic (HBT) bullying
- Be proactive in raising awareness of LGBT+ issues to staff and students
- To ensure that staff are aware of their role in fostering the knowledge and attitudes which will be required to achieve these aims

## Staff guidance on dealing with (HBT) bullying

We at St. Joseph's Catholic Academy take bullying seriously and provide guidance for all staff. Specific training on HBT bullying has been delivered to all staff. HBT bullying will be treated the same as any other form of bullying and discrimination and sanctions will be applied proportionally as per any other form of bullying or discrimination as described in St. Joseph's Anti-Bullying Policy.

## Dealing with Students Who Have Been Bullied

We at St. Joseph's Catholic Academy treat targets (students who have been bullied) and incidents seriously whether reported by staff/ parents/ peers. We recognise the fact that anyone can be a target and it is not his or her fault.

- Incidents recorded and monitored regularly
- Let the student know what is being done. Set a time and date for a meeting.
- Parents informed of procedures in place and actions taken.
- Reassure the student they have done the right thing by telling someone

- Establish details without making the student feel responsible for being bullied.
- Empower the child by praising their courage for reporting the incident.

#### **Staff at St. Joseph's Catholic Academy Are Encouraged to:**

- Diffuse the situation and remain calm and non-judgemental
- Explain clearly to the student what is going to happen to ensure they understand rules, responsibilities and consequences that the school follows
- Involve and inform parents of events and consequences that may follow and resolution advice
- Decide which strategy is effective and appropriate. For example, using the "No Blame Strategy"

#### **Action Undertaken by St. Joseph's Catholic Academy to Combat LGBT+ Bullying**

- Regular staff training to address policy issues provided by inset LA or outside agencies
- Annual review to assess and review this policy
- Address issues of all LGBT+ issues through tutor time and assemblies
- Effective deployment of Heads of Year / support staff

#### **Parents/Carer Guidance**

We at St. Joseph's Catholic Academy believe parents and carers have a vital role in ensuring their child adheres to the school rules and supports the school when dealing with contentious issues.

#### **What Can You Do?**

If you are concerned do make an appointment to meet your child's Head of House.

A suggested resource for parents/carers:

**Schools Out** - their overarching goal is to make schools and educational institutions safe spaces for Lesbian, Gay, Bisexual and Trans (LGBT+) communities. Website offers articles, research and other resources. <http://www.schools-out.org.uk>

**The Proud Trust** - Manchester based project with a website providing lots of useful resources... The Proud Trust is a lifesaving and life enhancing organisation that helps young people empower themselves to make a positive change for themselves and their communities <https://www.theproudtrust.org/>