



Creating LGBT+ Inclusive Environments and Tackling HBT Bullying

About the Programme

The aims of the programme are to

- ✓ Equip schools with the confidence, knowledge and skills to create an inclusive school environment for Lesbian, Gay, Bisexual and Transgender (LGBT) pupils and families, where there is acceptance and safety for all members of the community and where staff, pupils, families and visitors feel safe being open about their sexual orientation and gender identity.
- ✓ Equip schools with the confidence, knowledge and skills to prevent and tackle homophobic, biphobic and transphobic (HBT) bullying
- ✓ Equip schools with increased understanding about being LGBT and to help schools to create and embed positive changes around inclusivity for LGBT people within the school environment for the long-term.

About EqualiTeach

[EqualiTeach C.I.C](#) is a not-for-profit equality training and consultancy organisations which works with educational organisations to provide support and training to help teachers, governors and support staff to create inclusive classrooms where all young people feel safe and able to achieve. We are working with organisations England-wide, including TeachFirst, NEU, NASUWT, the Institute of Physics and the Home Office.

We provide:

- Equality training for staff and governors
- Workshops for pupils aged 7 to 18
- Support in producing and updating policies and procedures
- Educational resources
- The Equalities Award, an online audit tool designed to help schools to holistically promote equality and tackle discrimination: www.equalitiesaward.co.uk

What your school will receive as part of the programme:

- ✓ A dedicated EqualiTeach Representative who will see your school through the programme
- ✓ An initial training session for programme leads in April 2019
- ✓ Provision of high-quality resources to support the school to undertake a consultation and baseline assessment
- ✓ Whole staff training sessions, tailored to the needs of the school in September-October 2019
- ✓ At least 8 meetings to support the school to create LGBT+ inclusive policies and procedures, improve the school environment, embed LGBT+ equality in the curriculum and prevent and tackle HBT bullying
- ✓ Telephone and e-mail consultation advice, feedback and support
- ✓ Support in putting on an event for parents and carers to showcase your work
- ✓ Networking opportunities with other schools
- ✓ Robust monitoring and evaluation of the project which will be shared with the school



The benefits for your school:

- ✓ Up-to-date, Equality Act compliant, LGBT+ inclusive policies and procedures
- ✓ A more LGBT+ inclusive curriculum
- ✓ A safer, more inclusive environment for LGBT+ pupils, staff, parents/carers and visitors
- ✓ Increased understanding of LGBT+ identities
- ✓ Increased understanding of LGBT+ inclusive language and practice
- ✓ Increased confidence amongst staff and pupils in reporting HBT bullying
- ✓ Reduced incidents of HBT bullying amongst staff and pupils
- ✓ Increased compliancy with schools' duties under the Equality Act 2010, Education Act 2002 and requirements for OFSTED.



Spring Term 2019

- ✓ Your EqualiTeach Programme Representative will meet with you to discuss the programme in more detail and sign a partnership agreement.
- ✓ Your school will set up a working group who are responsible for ensuring the work is implemented.

Summer Term 2019

- ✓ April: EqualiTeach will hold an initial event, bringing together the lead member of the working group from all participating schools.
- ✓ Your school will conduct surveys with staff and parents/carers and focus groups/activities with pupils to discover the issues of HBT bullying in the school and how they could better promote LGBT equality.
- ✓ EqualiTeach will work with your school to develop an action plan.
- ✓ EqualiTeach will help you to create and update key policies to help effectively promote LGBT equality and tackle HBT bullying.
- ✓ Twilight Networking Surgeries held for schools to attend and support each other.

Your Journey through the Programme



March 2020

- ✓ All schools will come back together for an end of project event, launching the Good Practice Guide and providing schools with the opportunity to showcase their achievements and develop ways to ensure that their work continues into the future.

Autumn Term 2019

- ✓ September/October: EqualiTeach will deliver staff training in your school.
- ✓ Staff will pledge changes that they will make to their practice.
- ✓ EqualiTeach will work with you to help you to create an LGBT inclusive curriculum; adapt their external communications, including their website, newsletters and letters home; and implement further initiatives aimed at improving the school environment, promoting LGBT equality and tackling HBT bullying.
- ✓ Further Twilight Networking Surgeries will be held.

Jan - Feb 2020

- ✓ Your school will submit a final report of the work that you have done including obstacles and how you overcame them and successes and failures, which EqualiTeach will combine with the rest of the project information to create a Good Practice Guide to creating LGBT inclusivity and tackling HBT bullying, available online and accessible to other schools.
- ✓ Your school will undertake surveys with staff, parents/carers and pupils to measure the impact of the programme to date.