**Longroyde Primary School – School Development Plan 2018/2019**

**Priority 1: LGBT+ Friendly School (Inclusion and Diversity)**

1. **Be visual**
2. **Be supportive**
3. **Be consistent**

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| **School Aim** | **Objective** | **SDP Action** | **Time** | **Lead Person** | **Budget Area**  **Resource Implication** | **Success Criteria/Impact** | **Cost** | **a) Monitoring**  **b) Evaluation** |
| Be visual | Our school will ensure our pupils are aware that:   * We are a safe and inclusive space for all sexual and gender identities; * We will not tolerate homophobic, biphobic or transphobic (HBT) discrimination; * Pupils can feel free to be themselves and be proud of who they are.   Our school will strive to ensure curriculum, reading materials and displays:   * Reflect the diversity of our society; * Represent different relationships and different gender identities and expressions. | Policy to be produced with guidance from Positive Identities Service.  Training organised during staff meetings for all teaching staff and TAs.  Management time for research to be carried out in to high quality resources and planning to be developed to support the teaching.  Staff training, during staff meeting time, on resources and planning.  Training from Positive Identities Service on celebrating diversity, understanding terms, implementation in schools and handling issues that may occur. | Sept 18  Sept 18 | Helen Hemingway  Helen Hemingway | Staff budget for overtime for TAs to attend training.  English budget. | Policy agreed by the Governors and training given on this. Policy in place and on the website.  Guidance on LGBT+ in the Curriculum in place, training given and information on the website.  Staff attending training sessions and implementation in their daily practice. | Overtime costs for TAs to attend training on the 19th and 26th Sept 2018.  Reading resources to be purchased | Book to record HBT bullying incidents, which will be closely monitored by SLT.  Monitoring in lesson observations and book scrutinises, of staff working to policy.  Evaluation sheets from training.  Literacy coverage overview to include LGBT+ friendly narratives timetabled into the curriculum. |
| Be Supportive | Our school will ensure staff are trained and feel confident in offering support around sexual and gender identities for any pupil who feels they require advice, guidance or support.  Our school will ensure that appropriate support is available for families.  Our school will ensure that we are aware of local and national services and relevant procedures, enabling young people to access the support they require. | SLT to arrange staff training run by the Positive Identities Service.  SLT to disseminate the information from the training session to other staff eg, lunch time supervisors.  Awareness of LGBT+ support groups to offer recommendations to parents and families.  To keep up to date with guidance and disseminate the information when necessary. | Sept 18 | All staff | No budget implications | All staff to have the training and to be kept up to date with national guidance. | No costs | SLT to make sure all staff have had the training.  Learning mentor to have details of support groups eg, Mermaids. |
| Be Consistent | Our school will ensure that HBT behaviour is consistently challenged. | Have a thorough policy and procedure in responding to incidents.  Ensure the whole school community is made aware of this procedure.  Ensure that staff are trained and are confident in challenging HBT discrimination.  Strive to create an environment in which pupils feel comfortable reporting incidents of bullying and discrimination.  All school publications are discrimination free eg, do not refer to Mother and Father on administration and uniform guidance is gender neutral on the school prospectus. | Ongoing | All staff | No budget implications | Policies and procedures are adhered to.  All HBT incidents are recorded and acted upon.  CPOMS is used to record incidents and behaviour, so relevant staff are informed. | No cost | Policy agreed by Governors and on the school’s website.  Monitor staff working to policy.  Head Teacher to check all letters going out to parents. |