**Anti Homophobic, Biphobic and Transphobic Policy**

**This is an extension to our Anti Bullying Policy and Equal Opportunity Policy**

Making your nursery and school LGBT+ friendly is a legal requirement. The specific duties enshrined in the Equality Act 2010 require public bodies to publish relevant, proportionate information showing compliance with the Equality Duty, and to set equality objectives. Schools are therefore required by law to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. LGBT+ friendly refers to establishing an environment that embraces all sexual orientations and gender identities so there is no fear of discrimination based on these grounds.

We believe that children benefit the most when parents, carers and staff work together in partnership to ensure quality care and learning for the children. The school welcomes parents and carers as partners and this relationship needs to be built on trust and understanding. It is important that we are able to support parents and carers in an open and sensitive manner. A two-way sharing of information is key to this, as is the sense that all parents and carers are valued, regardless of religion or belief, age, pregnancy, marriage and sexual orientation. It is also very important to us that staff members are valued, regardless of their beliefs and sexual orientation.

The school wishes to ensure that all parents and carers are part of the care and education team within the school.

This policy has been written with due regard to the Equality Act 2010.

**Respecting Parents, Carers, Staff and Children’s Needs and Identities**

**Longroyde Primary School will:**

* Respect the family’s religious and cultural backgrounds and accommodate any special requirements wherever possible and practical to do so.
* Acknowledge that children grow up in many different kinds of families. Some of our children live with a grandparent or foster carer; others live with two mums or two dads, or may be growing up with a single parent.
* Value and respect all family structures and take care to acknowledge these through our curriculum, celebrations and activities.
* Take care to present all kinds of family in our book corner, displays, stories and materials.
* Promote British Values and the School’s Values throughout the curriculum.

**Caring Together**

**Longroyde Primary School will:**

* Generate confidence and encourage parents and carers to trust their own instincts and judgement regarding their own children.
* Welcome all parents and carers into the school.
* Inform parents and carers on a regular basis about their child’s progress and involve them in the shared record keeping about their children. Parent and carer evenings will be held twice a year.
* Consult parents and carers about times of meetings to avoid excluding anyone.
* Consider and discuss all suggestions from parents and carers concerning the car of their child.

**Learning Together**

**Longroyde Primary School will:**

* Create opportunities for parents, carers and children to talk to other adults in a secure and supportive environment.
* Recognise and support parents and carers as their child’s first and most important educators.
* Support parents and carers in their own continuing education and personal development and inform them of relevant workshops and training.

**Sharing Information**

**Longroyde Primary School will:**

* Ensure that letters do not refer to a particular gender when referring to parents and carers.
* Ensure that all new parents and carers are aware of the school’s policies and procedures.
* Maintain regular contact with parents and carers to help us to build a secure and beneficial working relationship for their children.
* Inform parents and carers about events through the school’s website, emails and newsletters.
* Inform all parents and carers of the systems for registering queries, complaints or suggestions, and to check that the systems are understood by parents and carers.

**Staff and Governors will work together with parents, carers and children to nurture an ethos and follow practice, so that everyone can feel secure and happy at Longroyde Primary School.**

**We expect that our Parents and Carers will:**

* Raise any concerns that they have with the class teacher.
* Support the actions of the school when carrying out investigations and dealing with any incidents
* Promote the anti-bullying and school values work that the school does by sharing in conversations about this at home.

**We expect that our children will:**

* Talk to an adult immediately if they are worried about anything.
* Treat others with courtesy and respect at all times.
* Not bully another person in any way.
* Respect the differences between themselves and others.
* Engage in the mediation process where appropriate.

Date of Policy: March 2018

Review Policy: March 2020

Written by: Helen Hemingway