**Springburn Academy LGBTQ+ Policy**

Springburn Academy is a place for diversity and inclusion to be celebrated and promoted. In line with the Equality Act (2010) and the United Nations Conventions on the Rights of the Child, we aim to ensure that all learners are respected, experience equality, high quality learning and teaching and have access to a personalised education, regardless of any perceived or identified characteristic. We strive to protect and educate about the nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).

The aims of Springburn Academy are:

* To provide an inclusive environment in which LGBTQ+ pupils and staff are valued and respected;
* To promote understanding of, and support the needs of LGBTQ+ pupils and staff;
* To increase awareness of LGBTQ+ issues through the provision of an inclusive curriculum;
* To monitor and tackle homophobic, biphobic and transphobic (HBT) language and bullying;
* To provide opportunities for LGBTQ+ pupils and staff voices to be heard.

The school seeks to achieve these aims…

* By ensuring that school policies and practices are inclusive and supportive of LGBTQ+ people and explicitly state that HBT language and bullying are unacceptable;
* By providing training to staff supporting LGBTQ+ pupils, developing an LGBT-inclusive curriculum and tackling HBT language and bullying;
* By providing support structures and information/resources to LGBTQ+ pupils on LGBTQ+ issues and support services;
* By providing pupils with LGBTQ+-inclusive relationships and sexual health and parenthood learning (RSHP) opportunities to discuss gender identity and sexuality, and including LGBTQ+ people and themes in the wider curriculum where relevant;
* By providing multiple ways for pupils to report HBT language and bullying, monitoring (including through staff and pupil surveys) and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong;
* By ensuring that the school library holds books with LGBTQ+ themes and that any assemblies, projects or displays which celebrate diversity or tackle bullying are LGBTQ+-inclusive;
* By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided;
* By completing the LGBT Youth Scotland Charter award to promote inclusion of LGBTQ+ pupils;
* By nominating a member of staff as the school’s LGBTQ+ lead to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff;
* By following national and best practice guidance issued by organisations including LGBT Youth Scotland, Stonewall, TIE (Time for Inclusive Education) and the Scottish Government