

LA Supporting guidance for LGBT+ in Coventry schools

Guidance Statement LGBT+

Coventry is an increasingly diverse and vibrant city with a global reputation for peace and reconciliation, which we celebrate. It is within this context that we are supporting Coventry schools to ensure that the emotional health and educational needs of all pupils and their families are appropriately met.

As a Local Authority, in partnership with local unions and other key stakeholders, we support Coventry schools in delivering inclusive Relationships and Sex Education to teach all members of the school community about mutual respect and tolerance for each other.

Therefore, we support all Coventry schools to include learning about LGBT+ appropriately as part of the statutory curriculum, in accordance with the Equality Act 2010, and protect their right and duty to do so.

School leaders should have: -

- Consultation with governors
- Consulted with faith leaders
- Parent workshops
- Open communications
- Training for staff
- Support for staff and students with protected characteristics eg LGBT+
- Clear policies tackling discrimination, bullying, and behaviour, and adhere to the Teachers' Standards

SOURCES

The Department for Education has published statutory guidance (June 2019) regarding the implementation of Relationship Education, Relations and Sex Education (RSE) and Health Education in all schools across England by 2020. Schools are encouraged to implement the curriculum from 2019.

“Pupils should be able to understand the world in which they are growing up which means understanding that some people are LGBT, that they should be respected in British society, and that the law affords them and their relationship recognition and protection (DFE 2019).

The **Equality Act 2010** states that it is against the law to discriminate against anyone because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The **Public Sector Equality Act** (April 2011) states that all public bodies have to consider all individuals when carrying out their day to day work. It also requires that public bodies:

- Have due regard to the need to eliminate discrimination
- Advance equality of opportunity
- Develop good relations between different people

Department for Education RSE Guidance (Draft, Feb 2019, June 2019) Page 15

36. In teaching Relationships Education and RSE, schools should ensure that the needs of all pupils are appropriately met, and that all pupils understand the importance of equality and respect. Schools must ensure that they comply with the relevant provisions of the Equality Act 2010 under which sexual orientation and gender reassignment are amongst the protected characteristics.

37. Schools should ensure that all of their teaching is sensitive and age appropriate in approach and content. At the point at which schools consider it appropriate to teach their pupils about LGBT, they should ensure that this content is fully integrated into their programmes of study for this area of the curriculum rather than delivered as a standalone unit or lesson. Schools are free to determine how they do this, and we expect all pupils to have been taught LGBT content at a timely point as part of this area of the curriculum.

NEU statement April 2019. Extract:

“Schools need to be confident that they're right to make sure their Relationships and Sex Education (RSE) education is inclusive of all families and relationships, including LGBT+ people, in an age-appropriate way. RSE is just one area of the school curriculum in which the experiences of LGBT+ students need to be appropriately included if we want to break the cycles of discrimination.

Damien Hinds to Schools Week, March 2019

“I’ve always been clear that I support headteachers to make decisions and we believe in school autonomy, that school leaders are best-placed to make decisions.

“Of course, it’s also right to consult with parents. That is just good practice anyway, and in the new guidance that’s quite clear about the need to consult with parents, but yes I do back headteachers.”

Suggested Resources:

The Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance#public-sector-equality-duty>

Department for Education RSE Guidance (Draft, Feb 2019)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/781150/Draft_guidance_Relationships_Education_Relationships_and_Sex_Education_RSE_and_Health_Education2.pdf

Stonewall <https://www.stonewall.org.uk/supporting-schools>

PSHE Organisation <https://www.pshe-association.org.uk/news/key-questions-mandatory-pshe-requirements-health>

No outsiders <http://www.equalitiesprimary.com/home.html>

The Anne Frank Trust UK | UK anti-prejudice education charity <https://annefrank.org.uk/>

Roadmap to statutory RSE | PSHE Association <https://www.pshe-association.org.uk/curriculum-and-resources/resources/roadmap-statutory-rse>

Valuing ALL God's Children (C of E resource)

file:///C:/Users/cvjul669/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/XXHFDHF/Valuing%20All%20God's%20Children's%20Report_0.pdf