

**SOUTH LINCOLNSHIRE ACADEMIES TRUST (SLAT)**

# **Inclusion & Diversity Policy**

**Aspire - Challenge – Achieve**

<b>Owner</b>	<b>Approval</b>	<b>By Whom</b>	<b>Review</b>
<b>K Belcher G Martin</b>	<b>October 2024</b>	<b>Governors</b>	<b>October 2025</b>

## **The South Lincolnshire Academy Trust Inclusion and Diversity Strategy**

As a Trust we promote the values of diversity, equality and inclusion working to support all minority groups across the Trust, including LGBT+ community, students of different racial backgrounds and equality rights for women. Diversity is celebrated within the SLAT schools, we believe in a person centred approach to inclusion – we put families at the centre of the journey.

All schools in the South Lincolnshire Academies Trust, work to support our students in a variety of ways, as seen in our Pride Group, which is a student-led group that provides a safe place for students to socialise, support each other, talk about LGBT+ and other minority group issues, to work towards seeing an end to homophobia, biphobia, transphobia, racism and sexism.

Our Trust policies relate to a number of school policies, including: Equal Opportunities; Safeguarding; Behaviour; AntiBullying and Relationships and Sex Education (RSE).

Our policies set out in more detail the Trust's approach to LGBT+, racial and equality rights matters in line with the Education and Inspections Act 2006 and the Equality Act 2010.

### **Our school aims are:**

- All students are entitled to experience success and be challenged to work to the best of their abilities.
- To foster inclusion and reduce isolation
- To provide an inclusive environment in which LGBT+ students & staff and also for staff & pupils from different cultures and of different genders are valued and respected
- To promote understanding of and support the needs of LGBT+ pupils and staff, and also for staff and students from different cultures and different genders
- To empower young people and their families to increase communication and support
- To familiarise LGBT+, racial; and gender awareness and issues through the provision of an inclusive curriculum
- To monitor and tackle LGBT+, racial and sexist language and bullying.

## **Education and Inspections Act 2006**

Schools have a duty to promote the safety and wellbeing of all children and young people in their care, including lesbian, gay, bisexual and transgender students and those experiencing homophobic, biphobic or transphobic bullying (HBT).

## **Equality Act 2010**

Schools are required to eliminate discrimination on the grounds of sexual orientation and gender reassignment. This includes tackling HBT bullying.

Schools are also required to advance equality of opportunity and foster good relations. This means that schools should go beyond tackling HBT bullying and take proactive steps to promote respect and understanding of LGBT+ people and issues.

**Sexual orientation** refers to a person's emotional, romantic and/or sexual attraction to another person. Tackling homophobic and biphobic bullying helps schools and colleges meet their legal duties under the Equality Act.

**Gender reassignment** refers to anyone who is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. Tackling transphobic bullying helps schools and colleges meet their legal duties under the Equality Act.

Trans children and young people aren't required to have undergone any form of medical intervention to be protected under the Equality Act. Tackling transphobic bullying and supporting trans-learners to participate fully in school is vital in helping schools and colleges to meet their legal duties under the Equality Act. Schools must ensure that trans children and young people aren't singled out for different or less favourable treatment than those who are not trans.

### **We seek to achieve our aims:**

- By ensuring that trust policies and practices are inclusive and supportive of LGBT+ people and explicitly state that homophobic, biphobic and transphobic (HBT) language and bullying are unacceptable.
- By ensuring home communication is gender neutral, where possible.
- By providing training to staff in supporting LGBT+ pupils, developing an LGBT+-inclusive curriculum and tackling HBT language and bullying.
- By providing support structures and information/resources to LGBT+ pupils on LGBT+ issues and support services, through Think2Speak or Lincolnshire's LGBT+ Support Service. Also, to implement a LGBT+ community support group.

- By providing pupils with LGBT+ inclusive Relationships and Sex Education (RSE), opportunities to discuss gender identity and sexuality, and including LGBT+ people and themes in the RSHE and wider curriculum where relevant.
- By providing multiple ways for pupils to report bullying, monitoring (including through staff and pupil surveys) and recording HBT language and bullying, as well as ensuring that pupils are aware that this language and bullying are wrong.
- By providing an online platform for students to report concerns out of school hours – worried@school name.co.uk
- By ensuring that the Trust libraries contain books with LGBT+ themes and that any assemblies, projects or displays which celebrate diversity or tackle bullying are LGBT+ inclusive.
- By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided.
- By nominating a member of staff as the school's LGBT+ Lead, to monitor the implementation of this policy and provide training and additional support and advice to pupils and staff.
- By supporting pupils, staff and families with any names changes or pronouns (more information below).

#### **What has South Lincolnshire Academies Trust achieved to date:**

- A gender neutral uniform
- Support groups led by students to promote inclusivity
- Preferred names and pronouns on parental permission (under 16 years old).
- A new scheme of work for RSE and PSHE which is fully LGBT+ inclusive, has been adopted.
- Offering Support Services eg Think2Speak to support pupils, staff and parents.
- LGBT+ displays around trust schools to promote equality.
- Staff Use of Pronouns training
- Increase the awareness of the use of Pronouns around the communities within the four schools
- Use of language – young person rather than gender specific.
- Whole school assemblies twice a year.
- A shared approach to creating a trained staff Trust Hub to share expertise and knowledge
- Celebrating Pride Month – internally in school, via our external platforms and within the community eg raising the Pride flag to celebrate Pride Month.
- Celebrating Pride Month on our social media platforms to raise awareness
- Implementation of a vehicle to collate student voice through the Students Say We Listen button on the four school website home pages promoted in all school assemblies

#### **Process of requests to change Preferred Name or Pronoun NAMES AND PRONOUNS**

Some pupils may wish to change their pronoun from 'he' to 'she' or vice versa, while others, for example a non-binary young person, may prefer a pronoun that doesn't relate to being male or female, such as 'they'. If a pupil is in Year7-11, we require parents/carers to complete our permission form (Appendix 1) to change a young person's Preferred Name or Pronoun.

Once we have received this permission, we will inform staff of the change. We will update our SIMS records to reflect a child or young person's Preferred Name. A trans child or young person does not need to go through a legal process to be known by their Preferred Name and/or Pronoun. If a young person would like their documentation changing, this will involve changing their name by deed poll, but parental consent is required for under 16s. Once changed, passports and bank statements can be amended, and exam certificates will reflect their new name. A young person's sex assigned at birth will by law remain on some things, including exam certificates. Under UK law, trans people under 18 are unable to apply for a Gender Recognition Certificate or change their birth certificate.

If a student is in Bourne Academy sixth form, we can support them completing their own permission slip for change of Preferred Name and gender

**The Trust designated LGBT+ Leads are:**

Head of School (BA)  
Head of School (SA)  
Head of School (GA)  
Head of School (CA)

**It is the Head of School's responsibility:**

- Ensure effective implementation of this policy and its procedures
- Ensure that all staff are sufficiently aware and trained within equality & diversity
- Actively challenge and take appropriate action in any cases of discriminatory practice within the school, be it by staff, pupils, parents or visitors
  - Have procedures in place to deal effectively with any reported incidents of discrimination, victimisation or harassment
- Ensure clarity in assessing the impact of the school's strategy and accountable for future goals

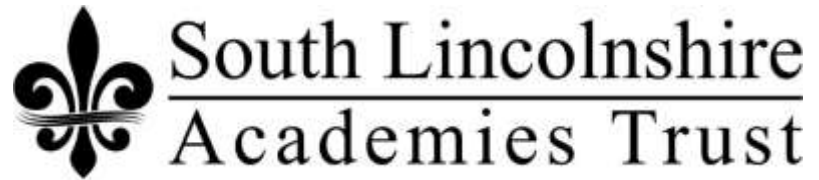
**It is the responsibility of all staff to:**

- Positively role model inclusive and anti-discriminatory behaviour, including a spirit of reflection
- Support and participate in any measures introduced to promote equality, diversity and inclusion and report any issues associated with equality and diversity
- Be alert to and actively challenge any forms of discrimination, victimisation, harassment or bullying, including banter, strong awareness of HBT specifically
- Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the school's culture, taking all reasonable steps to prevent discrimination, harassment and victimisation from taking place The school expects staff to commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources

**Links to other policies All available on the policies page of the Trust website**

- Accessibility and Disability policy
- Behaviour policy and Statement of Principles
- Equality Statement and Equality policy
- Relationships and Sex Education policy
- Personal, Social, Health, Economic
- Safeguarding Policy
- Special Educational Needs Policy and Information Report
- Supporting pupils with medical conditions

Appendix 1



**South Lincolnshire Academies Trust**  
Edinburgh Crescent, Bourne, Lincolnshire PE10 9DT

Parent/Carer Permission slip.

I am writing to change the preferred name and/or pronoun for my child.

..... (legal name) would now like to be called  
..... as the preferred name.

The pronouns to be used is..... he/his she/her they/them

I give permission for this to change on your school system. I understand that all legal documentation will still be in my child's legal name. I have read and understood your school Inclusion policy.

Signed .....

Relationship to young person .....

Date .....

Please return to the Head of Year or Safeguarding Lead.

Date received by Office: .....

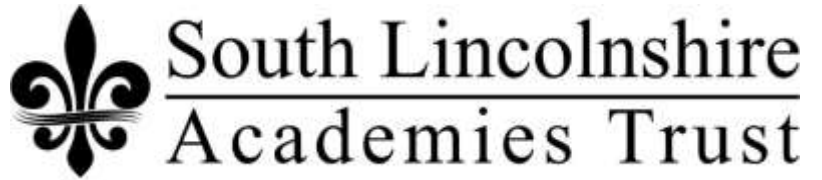
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**South Lincolnshire Academies Trust**  
Edinburgh Crescent, Bourne, Lincolnshire PE10 9DT

Year 12 / 13 Independent Confirmation:

I am writing to change my preferred name and/or pronoun.

I ..... (inset legal name) would now like to be called  
..... as my preferred name.

The pronouns to be used is: ..... he/his she/her they/them.

I understand that all legal documentation will still be in my legal name. I have read and understood your school Inclusion policy.

I can confirm my parents/carers are aware of this change: Y / N

Signed .....

Date .....

Please return to the Head of Year or Safeguarding Lead.

Date received by Office .....

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