

# Appendix E: Related policies

It is important to make sure that all school policies are consistent with the approach taken in your anti-bullying and equality policies.

Policy	Things to think about
Absence policy	Transgender pupils may need time off for medical appointments/to receive support from external sources. Schools may need to make reasonable adjustments to accommodate such absence requests.
Behaviour policy	Be clear that systems, such as sanctions and rewards, apply to HBT bullying and language.
Online safety policy	Make it clear that HBT language and online bullying, both on school computers and outside of school, will not be tolerated and that the same sanctions apply to online HBT bullying as in the classroom.
PSHE policy	PSHE can include discussion of issues around diversity, self-esteem, gender identity, and anti-bullying including HBT bullying.
Relationships and sex education policy	<p>Make it clear that relationships and sex education is designed to prepare all pupils for the future, regardless of sexual orientation or gender identity.</p> <p>RSE must promote gender equality and LGBT equality and it must challenge discrimination. RSE must take the needs and experiences of LGBT people into account and it should seek to develop understanding that there are a variety of relationships and family patterns in the modern world.</p>
Staff code of conduct policy	<p>Incorporate the expectation that staff will act as role models and display school values and behaviour.</p> <p>Reinforce the role of staff in promoting the wellbeing and safety of all pupils including LGBT pupils.</p>
Safeguarding and confidentiality policies	<p>Make it clear that pupil coming out as lesbian, gay, bisexual or trans does not constitute a safeguarding risk and the information should be treated as confidential.</p> <p>Explicitly state that disclosing someone's sexual orientation or gender identity, whether they are staff or pupils, without their consent is a breach of confidentiality. This includes disclosures to a pupil's parents or carers.</p>
Whistleblowing policy	<p>Make it clear that, if they see or experience it, staff should raise concerns or highlight bad practice relating to gender identity and sexual orientation. For example, in relation to how HBT bullying is dealt with or LGBT pupils/staff are treated/supported. Include sexual orientation and gender identity on the list of concerns that staff may raise so that they feel confident to do so. (Remember that a young person's sexual orientation/gender identity must not be disclosed without their permission.)</p> <p>Be clear that all incidents of whistleblowing will be taken seriously and that staff confidentiality will be respected.</p>