



# Diversity and Inclusion Policy

## Garnock Community Campus 2019

### Rationale

The purpose of this policy is to foster a school environment that is safe, welcoming, and free from stigma and discrimination for all pupils, regardless of gender identity or expression and to ensure that all pupils have the opportunity to express themselves and live authentically.

This policy takes into account the Equality Act 2010 to ensure we are inclusive of gender reassignment, race, religion, disability, pregnancy and maternity, sex and sexual orientation of the pupil.

### The policy will focus on the following:

- 1 Promoting Diversity and Inclusion
  - 2 Names and Pronouns
  - 3 Access to Gender-Segregated Facilities
  - 4 Dress Code
  - 5 Student Transitions
  - 6 Working With Parents And Families
  - 7 Training and Professional Development
  - 8 Additional Supportive Resources
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## 1 Promoting Diversity and Inclusion

### LGBT Education

We currently have 3 presentations which are shown in PSE classes which cover:

- LGBT Awareness
- LGBT Ally
- LGBT Language

### LGBT Support

- We have an after school LGBT club which is available to all pupils.
- We have approximately 40 staff members who have volunteered to wear a rainbow lanyards and be recognised as an advocate for LGBT pupils.

### LGBT Promotion

We have a display of LGBT material promoting awareness, support and information throughout our school.

### LGBT Resources

We have our own LGBT club Leaflet and information/support flyers available to pupils.

## 2 Pronouns, and School Records

Every pupil has the right to be addressed by a name and pronouns that correspond to the pupils's gender identity.

Regardless of whether a transgender or gender nonconforming pupil has legally changed their name or gender, our school allows such pupils to use a chosen name and gender pronouns that reflect their identity.

It is recommended that school staff privately ask transgender or gender nonconforming students how they want to be addressed in class and in the school's communication with the pupils's parents or guardians.

## 3 Access to Gender-Segregated Activities and Facilities

With respect to all changing facilities, pupils shall have access to facilities that correspond to their gender identity. Garnock Community Campus may maintain separate changing facilities for male and female students and will allow all pupils equal access to facilities that are consistent with their gender identity.

Pupils should determine which facilities are consistent with their gender identity.

Any pupil who is uncomfortable using a shared gender-segregated facility, regardless of the reason, shall, upon the pupils's request, be provided with a safe and non-stigmatising alternative.

However, such alternatives shall only be provided to a pupil upon that pupils's request. Requiring a transgender or gender nonconforming pupil to use a separate space against their wishes threatens to stigmatise the pupil and disclose their transgender status to others.

## 4 Dress Code

Garnock Community Campus may enforce school uniform dress codes but any such dress codes will not be enforced based on gender or gender stereotypes.

Students shall have the right to dress in accordance with their gender identity and expression, including maintaining a gender neutral appearance within the constraints of the school uniform dress codes adopted by our school.

School staff shall not enforce a school's dress code more strictly against transgender and gender nonconforming pupils than other pupils.

## 5 Student Transitions

Garnock Community Campus shall accept the gender identity that each pupil asserts. This assertion may be evidenced by an expressed desire to be consistently recognized as the sex consistent with their gender identity.

Pupils ready to socially transition may initiate a process to change their name, pronoun, attire, and access to gender-related programs, activities, and facilities consistent with their gender identity.

Garnock Community Campus recognises that each pupil has a unique process for transitioning and we will customise our support to ensure each pupil has a positive experience at our school.

## 6 Working With Parents And Families

The parents and guardians of transgender and gender nonconforming pupils play a critical role in establishing a safe and affirming school environment.

Our school welcomes the opportunity to work with supportive parents and guardians whenever possible to establish healthy communication and ensure the needs of pupils are being met.

As a school we are responsible for ensuring a safe and affirming environment with equal opportunity for all pupils. We encourage supportive engagement with parents whenever possible to prioritise the safety and well-being of pupils.

Staff should take guidance from and work collaboratively with the pupil to ensure that the pupil remains safe, both at school and at home. This may include identifying resources that could assist the parents or guardians to better understand how to support their child; and determining a strategy for communicating with the pupil's siblings as well as staff and other students.

## 7 Training and Professional Development

Staff at Garnock Community Campus has undertaken training from LGBT Youth Scotland to build skills to prevent, identify and respond to bullying, harassment and discrimination of our LGBT pupils. Training also included current developmental understandings of gender identity, gender expression, and gender diversity in children and adolescents.

We are working with LGBT Youth Scotland towards a Charter Award to highlight our LGBT achievements in Garnock.

## 8 Additional Supportive Resources

<a href="http://www.lgbtyouth.org.uk">www.lgbtyouth.org.uk</a>	text: 07786 202 370	email: <a href="mailto:info@lgbtyouth.org.uk">info@lgbtyouth.org.uk</a>
<a href="http://www.lgbthealth.org.uk">www.lgbthealth.org.uk</a>	call: 0300 123 2523	email: <a href="mailto:helpline@lgbthealth.org.uk">helpline@lgbthealth.org.uk</a>
<a href="http://www.switchboard.lgbt">www.switchboard.lgbt</a>	call: 0300 330 0630	email: <a href="mailto:chris@switchboard.lgbt">chris@switchboard.lgbt</a>
<a href="http://www.lgbt.foundation">www.lgbt.foundation</a>	call: 0345 330 3030	email: <a href="mailto:helpline@lgbt.foundation">helpline@lgbt.foundation</a>
<a href="http://www.elament.org.uk">www.elament.org.uk</a>	call: 0300 123 2523	email: <a href="mailto:stephen@lgbthealth.org.uk">stephen@lgbthealth.org.uk</a>
<a href="http://www.scottishtrans.org">www.scottishtrans.org</a>	support information	
<a href="http://www.stonewallscotland.org.uk">www.stonewallscotland.org.uk</a>	support Information	