

United Against Bullying School Case Study: Staff and pupil training

How Ironville and Codnor Park Primary School did staff and pupil training

Context of our anti-bullying work

7.2) At risk group – LGBT+

The PSHEE lead in school is currently working towards achieving the Derbyshire County Council RSE award. One of the criteria for the award is *'The school ethos promotes children and young people to seek help and support, ask age appropriate questions about the body and sexual health without stigma and embarrassment.'* As we have a few of children who are unsure of their sexual orientation we decided to have a real focus on this.

What we hoped to achieve

Our aim is to ensure that:

- all staff have a clear understanding about LGBTQ+, to make it the norm within the school and to be able to support the children;
- we promote children and young people to seek help and support, ask age appropriate questions about the body and sexual health without stigma and embarrassment;

The action we took

Staff

Staff have been provided with training on LGBTQ and on answering questions appropriately.

Staff have been encouraged not to just have a one off LGBTQ+ lesson but to make it the norm within the classroom. One example is the Year Five/Six teacher planned for her class to learn about the trans artist Grayson Perry in art.

The PSHEE lead suggested several ideas to the staff to use in school such as to try and select books for English, book club and any other lessons where we can represent the LGBTQ+ community but also try simple things like making it a part of their contextualised maths questions.

Pupils

All children in school participated in IDAHOBIT Day (International Day Against Homophobia, Biphobia and Transphobia) by wearing rainbow colours and participating in some Stonewall activities, such as Embrace our differences for KS1 and KS2 having an open discussion about some scenarios and glossary of terms. We also related it back to the work we have done in school with the children about peer and peer abuse and what is not tolerated in the school.

The children in each class have at least one LGBTQ+ story each half term, to ensure that discussions about diversity are done regularly and not limited to single PSHE sessions.

We continue to show our support to children and staff in school by displaying the LGBTQ+ flag.

Parents/Carers

We share what we did as a school to promote LGBTQ+ in our weekly newsletter and had emotional support on the school website to support the children as well as parents/carers.

Local Community

The local community run regular LGBTQ+ community groups which we promoted by sending home flyers and displaying them in school.

Impact and outcomes of the work

Pupils

More children are becoming more open to discussing their own sexuality with staff in school and other children. The children if needed, know there is someone in school who they can talk and get support from where necessary.

More children are beginning to open up to their parents/carers about their own sexuality.

Results of the final pupil questionnaire compared to the initial questionnaire indicate that

"Other pupils are mean or rude to me online" The children that responded to the initial questionnaire by answering never was 76% and in the final questionnaire this improved by 7% to 83%.

"I am called mean names by other pupils." The children that responded to the initial questionnaire by answering never was 60% and in the final questionnaire this improved by 3% to 63%

Results from a school questionnaire show that 99% of children say there is an adult at school they can talk to if something is worrying them.

Staff

Staff are promoting LGBTQ+ more within their classrooms and not just leaving it to PSHEE lessons. After the training, 100% of staff said they are more confident in talking to the children about their sexuality if the child is seeking support or guidance. LGBTQ+ is more highly promoted across the school. We have numerous comments from visitors praising the school when they see the LGBTQ+ flag in the main corridor.

Parents/Carers

A parent said after we ran the LGBTQ+ day. "I am so pleased you have done this and promoted this within the community."

What we have learned

We need to run a parent/carer workshop to promote the school ethos around LGBTQ+ more and to support the parents/carers in being able to answer questions and support their child.