

# **United Against Bullying School Case Study: Supporting LGBT+ students**

## **How The Cottesloe School supported LGBTQ+ students and promoted LGBTQ+ inclusivity**

### **Context of our anti-bullying work**

Four years ago we repurposed one of our buildings and created TEAM Hub. This is a centre where students can go if they have any concerns about mental health or wellbeing. This is staffed by three full time staff members who have undergone specialist training. The centre includes a main room where students can access support from staff or our sixth form wellbeing ambassadors, two counselling rooms and two break out rooms. Our wellbeing dog visits once a week. Students are offered the chance to drop in at break/ lunch times, but they can also attend specialist sessions which cover aspects such as anger management, ELSA, anxiety and being a young carer. We have a second centre called The Base which offers specialist support to SEN students. This includes wellbeing support.

Although LGBTQ+ inclusivity has always been something we have been keen to promote, covid rule relaxation has meant we have been able to have greater mixing of year groups which allowed us to create an LGBTQ+ support group this year and expand the offer of support to these students.

### **What we hoped to achieve**

We wanted to promote LGBTQ+ inclusivity and ensure students had access to appropriate support, if needed.

### **The action we took**

Team Hub have been working with a group of young people promoting LGBTQ+ across the school. They are now meeting for workshops every half termly to offer support for anyone in the community and look at any concerns. This is very much student led and they have had a big input into the activities and direction of the group. They are looking to expand their work further by giving some of the older students from the LGBTQ+ community training to become well-being ambassadors specifically for LGBTQ+ students. Displays around the school have been updated to promote inclusivity and we are currently celebrating pride month. Staff have been given pride stickers which they can wear if they wish to support this.

Assemblies have been given which promote diversity and inclusivity. Students have been made aware of support available.

Example displays:





Our wellbeing ambassador displays:



TEAM Hub:



Our wellbeing garden at the back of TEAM Hub:



## Impact and outcomes of the work

Displays round the school promote inclusivity and this message has been reiterated in assemblies. Students have a greater awareness of language which is not acceptable and how to identify/ report concerning behaviour. Students are aware that discrimination will not be tolerated. There has been a definite shift in recent years towards a more inclusive environment for LGBTQ+ students. Students have an awareness of support available should they require it. Although in its infancy the LGBTQ+ support group has over twenty members and have provided a student voice on LGBTQ+ issues and events. They have chosen to work on craft activities which promote LGBTQ+ inclusivity and raise awareness of the group. Some of these students receive regular support through TEAM Hub and the BASE.

## What we have learned

Covid restrictions have meant that we were unable to have mixing of students, which has delayed the meeting of the LGBTQ+ support group. It is still in its infancy, but it is something we will continue to develop over the next academic year.