



LGBTQ+ Inclusivity Policy

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Authors:	SLT Head of School
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Allenton Community Primary School
Brookhouse Street
Allenton
Derby
DE24 9BB
Tel: 01332 701144
Email: admin@allenton.derby.sch.uk

LGBTQ+ Inclusivity Policy guidance for Allenton Primary School

1. Purchase

The purpose of this policy is to ensure that Allenton Primary School provides a safe, inclusive, and supportive environment for all students, including those who identify as LGBTQ+ (lesbian, gay, bisexual, transgender, queer, and other diverse sexual orientations and gender identities). This policy aims to promote understanding, respect, and equality within the school community, in alignment with the Human Rights Act 1998, Gender Recognition Act 2004, Equality Act 2010, Education Act 2011, and British Values.

2. Scope

This policy applies to all students, staff, parents, and guardians, as well as visitors and volunteers associated with Allenton Primary School.

3. Definitions

LGBTQ+

An acronym that stands for lesbian, gay, bisexual, transgender, queer (or questioning), and others. It represents a diversity of sexual orientations and gender identities.

Inclusive Environment

A setting where everyone feels valued, respected, and supported regardless of their sexual orientation or gender identity.

4. Legal Framework

This policy is guided by the following legislative acts:

Human Rights Act 1998

Ensures that everyone's rights are protected and promotes the right to respect for private and family life.

Gender Recognition Act 2004

Provides transgender people with legal recognition of their gender.

Equality Act 2010

Protects against discrimination based on sexual orientation, gender reassignment, and other characteristics

Education Act 2011

Mandates the provision of a broad and balanced curriculum that prepares pupils for the opportunities, responsibilities, and experiences of later life

5. British Values

This policy supports the promotion of British Values, including democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs.

Policy Statements

Where required, individual PEEPs will be developed for staff, pupils or visitors who may require assistance during evacuation. This ensures compliance with the Equality Act 2010 and current fire safety guidance.

6. Commitment to Inclusivity

- 6.1.** Allenton Primary School is committed to creating a welcoming environment for all students, staff, and families, regardless of their sexual orientation or gender identity.
- 6.2.** The school will actively promote inclusivity and diversity through its policies, curriculum, and practices.

7. Anti-Bullying and Harassment

- 7.1.** Bullying, harassment, or discrimination of any kind based on sexual orientation, gender identity, or gender expression will not be tolerated.
- 7.2.** The school will implement clear procedures for reporting and addressing incidents of bullying and harassment. All reports will be taken seriously and handled promptly and confidentially.

8. Education and Training

- 8.1.** The school will provide age-appropriate education about diversity, including LGBTQ+ topics, as part of the curriculum to promote understanding and respect.
- 8.2.** Staff will receive ongoing professional development and training on LGBTQ+ inclusivity and how to support LGBTQ+ students effectively.

9. Support for LGBTQ+ Students

- 9.1.** The school will provide resources and support for LGBTQ+ students, including signposting to appropriate support groups if requested.
- 9.2.** Students will be supported in their right to express their gender identity, including the use of preferred names and pronouns.
- 9.3.** The school will ensure that facilities (such as bathrooms) are accessible and safe for all students, including those who are transgender or gender non-conforming.

10. Practical Applications

10.1. Physical Education (PE) and Swimming

- 10.1.1.** The school will provide flexible arrangements for PE activities, allowing students to participate in a manner that is comfortable and affirming of their gender identity.
- 10.1.2.** For swimming lessons, the school will offer private changing areas for any student who requests them, ensuring privacy and comfort.
- 10.1.3.** Staff will be trained to support and respect students' needs during PE and swimming activities, ensuring inclusivity and respect for all students.

10.2. School Trips and Residential Activities

- 10.2.1.** The school will ensure that all trips and residential activities are planned with inclusivity in mind, providing appropriate accommodations for LGBTQ+ students.
- 10.2.2.** Accommodation arrangements on residential trips will consider the needs and preferences of LGBTQ+ students, including providing private or shared spaces as requested.
- 10.2.3.** Staff will be briefed on supporting LGBTQ+ students during trips, ensuring that all students feel safe and included.

11. Parental and Community Involvement

- 11.1.** The school will engage with parents and the broader community to promote understanding and acceptance of LGBTQ+ individuals.
- 11.2.** Parents and guardians will be encouraged to support the school's inclusivity efforts and to work collaboratively to create a positive environment for all students.

12. Review and Accountability

- 12.1.** This policy will be reviewed annually to ensure it remains current and effective.
- 12.2.** The school administration will be responsible for the implementation and monitoring of this policy. Feedback from students, staff, and parents will be sought regularly to inform any necessary adjustments.

13. Implementation Guidelines

- 13.1. Curriculum Integration:** Teachers will integrate discussions of diversity and inclusion, including LGBTQ+ topics, into various subjects.
- 13.2. Visibility and Representation:** The school will ensure that LGBTQ+ people and issues are visibly represented in the school environment through posters, books, and events.
- 13.3. Safe Spaces:** Designated safe spaces will be provided for students who need support or a place to feel secure.

14. Conclusion

Allenton Primary School is dedicated to fostering an environment where all students feel safe, respected, and valued. By implementing this LGBTQ+ Inclusivity Policy, we strive to create a school community that celebrates diversity and promotes equality for everyone.