

Bronze, Silver and Gold Awards for School Champions – Secondary Schools – 2018/19

	Policies	Tackling Bullying	Curriculum and support	Wider school community and culture
Bronze	<ul style="list-style-type: none"> • School policies are inclusive and explicitly state that homophobic, biphobic, transphobic (HBT) and sexist bullying is unacceptable • A student-friendly anti-bullying policy is used 	<ul style="list-style-type: none"> • Students are aware that HBT bullying and language is wrong • HBT and sexist bullying and language is recorded and monitored • Teaching staff are trained to tackle HBT bullying and language 	<ul style="list-style-type: none"> • Information and resources on lesbian, gay, bisexual and trans (LGBT) issues and support services is provided and easily accessible for all students • LGBT people and themes are included in lessons • Students have had opportunities to discuss gender stereotypes and gender identities 	<ul style="list-style-type: none"> • The library contains books with LGBT themes • School displays celebrate diversity and LGBT people, including bi and trans people • School assemblies celebrate diversity and LGBT people, including bi and trans people
Silver (the school has been a School Champion for at least one calendar year)	<ul style="list-style-type: none"> • Governors monitor rates of HBT and sexist bullying and language • Staff policies and inductions are clear that homophobia, biphobia, transphobia and sexism are unacceptable • There is gender neutral toilet and uniform provision • The school has checklists and guidance in place to support a trans young person 	<ul style="list-style-type: none"> • Students are surveyed about bullying, including HBT and sexist bullying • The school communicates its anti-bullying approach and consults with staff, parents and carers • Support staff are trained to challenge HBT bullying and language • Students know how to report bullying in a variety of ways 	<ul style="list-style-type: none"> • Pastoral staff are trained on supporting LGBT students • Students learn about diversity within LGBT communities, including bisexual and trans people • Students have had multiple chances to discuss gender stereotypes and gender identities, and lessons on this 	<ul style="list-style-type: none"> • Gender stereotypes are actively challenged by staff, and gender diversity is celebrated • The school holds events to celebrate equality and diversity such as: LGBT History Month, International Women's Day or International Day of Non-Binary Visibility
Gold (the school has been a School Champion for at least two calendar years)	<ul style="list-style-type: none"> • Gender diversity is celebrated and unnecessarily gendered aspects of school life are removed • Students are involved in ensuring school services and procedures are inclusive of LGBT young people • The school has a clear action plan and has set goals to ensure LGBT equality work continues into the future 	<ul style="list-style-type: none"> • Rates of bullying based on sex, gender identity and sexual orientation in school are low • All staff are trained to challenge HBT bullying and language and support LGBT young people • Students are actively involved in school anti-bullying work and supporting LGBT young people, e.g. through LGBT groups 	<ul style="list-style-type: none"> • LGBT people and issues are embedded across the curriculum • RSE is inclusive of, and provides specific information about, LGBT people • Students are regularly encouraged to recognise and challenge gender stereotypes 	<ul style="list-style-type: none"> • Staff attend or host networking events to share best practice in LGBT inclusion • The school holds regular events to celebrate LGBT people and gender diversity • The school has promoted its work on tackling homophobia, biphobia and transphobia to the local community • Testimonies show that LGBT staff, parents and carers are accepted without exception