

# OAKDENE PRIMARY ACADEMY

## RAINBOW FLAG AWARD



### Rainbow Flag Award - LGBTQ+

We believe that respecting and valuing individual differences and the appreciation of, and promotion of, cultural diversity is crucial if every child is to thrive.

We are committed to breaking down barriers and cultural divides, instilling values of acceptance and mutual respect that children and young people will carry with them throughout their lives.

The Rainbow Flag Award encourages a whole organisation approach to LGBT+ inclusion, as well as developing strategies to effectively challenge and combat LGBTphobic bullying.

We want to extend a warm welcome to everybody who steps into the building. Committing our school to the Rainbow Flag Award is a commitment to improve the lives of all the young people that we work with, as well as the LGBT+ young people in our care, those from LGBT+ families, and LGBT+ staff members, governors, visitors and students on placements.

We are proudly working towards 'The Rainbow Flag Award'. There are six sections to gain for achieving a full Rainbow Flag Award:

**Skilled Teacher**, **Supportive Governors and Parents**, **Effective Policies**, **Inclusive Curriculum**, **Pastoral Support** and **Student Voice**.

PROUDLY WORKING TOWARDS



So far, we have achieved the 'Skilled Teacher' badge.



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### What is it?

The Rainbow Flag Award has been set up as a framework for schools. The award focuses on positive inclusion of the LGBTQ+ community and it is a whole school inclusive approach that also develops strategies to effectively challenge LGBTphobic bullying.

This supports our children by:

- Providing an awareness that people live their lives in different ways;
- Acknowledging that it is usual to have families of different dynamics;
- Acknowledging that it is usual to be straight, lesbian, gay, bisexual or trans;
- Having an awareness that if we use these terms in a negative way, it can hurt people's feelings;
- Avoiding the prejudiced use of stereotypes;
- Confidence / reassurance to be who they want to be.

### Why bother?

- Legally, we have to
  - Equality Act 2010
  - Public Sector Equality Duty
  - Statutory RSE
- Ofsted says we should
- **It's the right thing to do**

### Our School

- We will empower the children to feel safe in our school community;
- They will feel respected;
- And if they wish to talk, they will be listened to;
- If a child wished to talk, then as we are a primary school, we would ensure that the child knew that they didn't have to label themselves now, that there is no pressure unless they wish to use a label and let them know that they may change how they feel and the label they give themselves throughout their lives – having a label is a choice;
- If we improve the visibility of LGBTQ+ to be accepted as part of our diverse world then the children will grow up to be respectful and inclusive of all those around them in their communities;
- School policies will adopt an inclusive approach to all minority groups.

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### **LGBTQ+ Helplines and Support**

Support, information and guidance is available to LGBT students, parents, carers and staff.

**LGBT Foundation** provides a wide range of support services to lesbian, gay, bi and trans + people. Its team has temporarily shifted to become a remote service delivery charity due to the Coronavirus pandemic. The helpline remains open on 0345 3 30 30 30 weekdays 9am-9pm, and weekends 10am-6pm.

**Switchboard** provides information, support and referral service for lesbians, gay men and bisexual and trans people – and anyone considering issues around their sexuality and/or gender identity. Switchboard LGBT listens to LGBT+ people, providing a lifeline and calm words to those who need them. You can get it touch on the phone, by email or through Instant Messaging. The helpline number is 0300 330 0630.

**The Proud Trust** is a lifesaving and life enhancing organisation that helps LGBT+ young people empower themselves, to make a positive change for themselves, and their communities. It does this through youth groups, coordinating national and regional LGBT+ youth work networks. The Proud Trust has developed an online tool to find your local youth group. You can search for trans-specific, BAME-specific and LGBT+-specific groups.

**Mermaids** supports transgender, nonbinary and gender-diverse children and young people until their 20th birthday, as well as their families and professionals involved in their care. They also currently offer web chat support to students up to the age of 25.