



Anti-Homophobic, Biphobic and Transphobic (HBT) Bullying Programme 2016-19

The Offer: Model 1 - Whole school approach

Initial work:

- **Project Information Pack:** circulated support engagement/sign off
- **School communication strategy utilised:** Engaging key stakeholders through school intranet, PTA and parents evenings – leading to introductory meetings/events with SLT, pupil school councils and parents voice forums to ascertain ownership of the work and intended outcomes of the project.
- **Parents and wider communities engaged through community events:** School councils/pupil and parents voice meetings take place for engagement and involvement in reviewing policy and curricula, sharing information about the ambassador project.
- **LGB&T Inclusive School Environment Charter:** All schools involved in the programme will sign up and adhere this
- Schools become **Barnardo's LGBTQ Allies Network** members – regular communication and learning shared

Review and action planning work:

- **Review of HBT bullying data** – last 12 months reviewed.
- **Review of policies, curricula and staff training** - senior leaders, teaching/non-teaching staff engaged and involved in policy and curricula reviews, and staff training.
- **Action planning** with SLT, Heads of Departments, governors, teaching and non-teaching staff

Training undertaken in primary and secondary schools including :

- **Ambassador training** – for staff, pupils, parents and community ambassadors
- **HBT bullying data** - effective monitoring, reporting and recording of HBT data
- **SafeZone training** – Primary and secondary school delivery
- **Gender Identity (trans awareness) training** – Primary and secondary school delivery
- **Policies and Procedures review training** – Primary and Secondary school delivery

- **Beacon Schools Programme** – demonstrating how Ofsted requirements can be met – evidence collated by the school for future inspections.
- **LGBTQ groups training** – developing/running groups
- **Supporting LGBTQ students in schools** – how to support pupils in schools through direct support
- **Working with LGBTQ young people of faith**
- **Sexuality and gender identity and faith/culture**
- **Ambassador work** - Each quarter up to 13 schools to develop and implement an ambassador project. 6 ambassadors per school – include students, staff, parent and community representatives
- **Support for Pupils:** Direct support offered to young people subject to HBT bullying initially by Project Staff team in partnership with key staff member in the school. Tailored support to be offered to schools to ensure effective pupil support is in place; providing limited intervention with the school then continuing the support.
- **Developing Allies groups** in schools which support pupils who identify as LGB&T and their friends: Project staff to support nominated School staff to lead on the group once established, effective and successful transition achieved and group is sustained by the school. Project Staff team to support new member of staff and handover group within three sessions.
- **Beacon schools Programme:** Recruit and support Year 1 schools to peer mentor other schools in Year 2 to share learning, practice and support teaching and non-teaching staff.

Quarterly reviews of work and school supported through life of project

The Offer: Model 2 – Training only approach

Initial work:

- **Project Information Pack:** circulated support engagement/sign off
- **LGB&T Inclusive School Environment Charter:** All schools involved in the programme will sign up and adhere this
- Schools become **Barnardo's LGBTQ Allies Network** members – regular communication and learning shared

Review and action planning work:

- **Review of HBT bullying data** – last 12 months reviewed.
- **Action planning** with SLT, Heads of Departments, governors, teaching and non-teaching staff.

Training undertaken in primary and secondary schools including :

- **Ambassador training** – for staff, pupils, parents and community ambassadors
- **HBT bullying data** - effective monitoring, reporting and recording of HBT data
- **SafeZone training** – Primary and secondary school delivery for teaching and non-teaching staff
- **Gender Identity (trans awareness) training** – Primary and secondary school delivery for teaching and non-teaching staff
- **Policies and Procedures review training** – Primary and Secondary school delivery for senior leadership teams/Heads of Year.
- **Beacon Schools Programme** – demonstrating how Ofsted requirements can be met – evidence collated by the school for future inspections.
- **LGBTQ groups training** – developing/running groups for teaching and non-teaching staff
- **Supporting LGBTQ students in schools** – how to support pupils in schools through direct support for pastoral staff team as well as teaching and non-teaching staff
- **Working with LGBTQ young people of faith** - Primary and secondary school delivery for teaching and non-teaching staff
- **Sexuality and gender identity and faith/culture** - Primary and secondary school delivery for teaching and non-teaching staff
- **Ambassador work** - Each quarter up to 13 schools to develop and implement an ambassador project. 6 ambassadors per school – include students, staff, parent and community representatives
- **Beacon schools Programme:** Recruit and support Year 1 schools to peer mentor other schools in Year 2 to share learning, practice and support teaching and non-teaching staff.

Quarterly reviews of work and school supported through life of project

Next Steps:

October 2016:

Barnardo's contacting Yorkshire and Humber local education authority leads to cascade this information to the primary and secondary schools in their area.

November 2016:

The initial primary and secondary surveys will determine the need of the school and which model of intervention is required. An additional secondary school student survey will be available to capture the views of students. All surveys will be administered through SurveyMonkey.

Key questions focus on 10 priority areas to ascertain levels of:

- Knowledge and support to address HBT bullying among school leadership teams
- Training needs of school staff teams
- Information on HBT incidents in the school over a 12 month period
- What actions, if any are in place to tackle and prevent HBT bullying
- Extent of policies already in place and if these include HBT bullying and how incidents are addressed
- The support offered to pupils
- Knowledge and understanding of existing school and community support services.

November/December 2016:

Surveys will be available from week commencing 07 November 2016. Closing date is 09 December 2016. Local authority agreed Information sessions offered to schools in local authorities to share information about the programme, meet project staff and ask any questions they have about the work.

January 2017:

Surveys continue to be available for primary and secondary schools to complete until Wednesday 25th January 2017. **Survey analysis** will be completed by **the end of January 2017.**

From the completed surveys, 200 schools will be recruited to be part of the programme for the next 2.5 years. A further 40 (20%) schools will be identified if any schools drop out of the programme.

February 2017:

All schools informed of outcome of surveys in the first week of February 2017. Barnardo's will report back to the Department for Education/Government Equalities Office of the recruited schools and an agreement will also be in place of mandatory requirements for the independent evaluation input.

The DfE evaluators will work with the 200 schools to ascertain baseline data from schools as part of the DfE evaluation. The baseline data will be provided to our contacts in local education authorities to ensure partnership working.

March 2017:

Interventions with schools will be timetabled to ensure relevant planning can take place in agreement with each school with the aim for delivery to commence from March 2017.