**A great opportunity – Barnardo’s Celebrating Diversity with Pride : Surveys Live!**

Barnardo’s Positive Identities Service works to raise awareness around sexual identities and gender identities, and prevent discrimination and prejudice. We support young people who identify as Lesbian, Gay, Bisexual Trans and Questioning (LGBTQ) and work to tackle Homophobic, Biphobic and Transphobic (HBT) discrimination and bullying, striving for a more equal society in which everyone feels able to be proud of and celebrate who they are.

We are one of six organisations working on a Department of Education/Government Equalities Office programme to tackle HBT bullying in primary and secondary schools: we were initially involved in the 12 month pilot programme, in which we used a whole-school approach to embed good practice, and we will be working with 200 schools across the Yorkshire and Humber region.

The work is **funded and free** to schools and is a fantastic opportunity to create a sustainable, embedded culture of promoting equality and inclusion, celebrating diversity and of effective anti-discriminatory practice. The programme aims to upskill school staff to ensure they have the confidence, knowledge and skills to effectively support children and young people around sexual and gender identities and to positively challenge discrimination and prejudice.  Attached is the brief providing details of the models of interventions available as part of the programme with information about next steps.

**We are really happy to be able to offer this free opportunity to all schools within the Yorkshire & Humber region.**

The overall purpose of the Programme is **to reduce the incidence of homophobic, biphobic and transphobic (HBT) bullying in primary and secondary schools in England by transforming the culture of how schools prevent and respond to HBT bullying in a sustainable way**.

The **policy goal of this programme** is to **reach schools which have no, or ineffective measures in place to tackle HBT bullying**. Therefore schools are not expected to have undertaken work on tackling HBT bullying in the past. This is important as:

a) we will be able to provide support to the schools which most need this intervention,

b) it will be easier to assess the impact of the intervention and

c) make a real difference in students’ lives.

There is a survey for schools to fill out which helps us assess where that school is at, their current approaches and where we may be able to offer support. This is about working with the school; identifying strengths, areas which we could help the school further strengthen and aspects in which we could support the school in developing.

**We have been working with Chris Devanny, Religious Advisor from the Catholic Diocese of Leeds who has supported the delivery of our work in Catholic primary and secondary schools and is supportive of this programme being available to schools in Yorkshire and Humber.**

Since September 2013, Ofsted Inspections explore the school’s actions to undertake and tackle HBT bullying: [OFSTED exploring schools actions to prevent homophobic bullying](http://www.schools-out.org.uk/wp-content/files_mf/1384363550OFSTEDexploringschoolsactionstopreventhomophobicbullying.pdf).  Schools will be provided feedback from their completed surveys, which can be used as evidence for future Ofsted Inspections.  Local authorities who will cascade surveys will also be provided with key trends from the surveys to inform their planning to support schools. **We are really keen to work with cluster of schools as well as academy trusts so we can support primary and secondary schools to have an inclusive school environment.**

The school recruitment surveys are an opportunity for primary and secondary schools in Yorkshire and Humber region to demonstrate they should be one of the 200 schools that should be recruited to be part of this innovative programme; with the aim of commencing work in March 2017 until March 2019.

We will recruit a further 20% of schools (8 schools for the whole school approach and 32 schools for the training only approach) in case we have any schools withdrawing from the Programme.  A timetable of intervention will be agreed with all schools covering the duration of the Programme with a mandatory requirement that all schools will be involved in the national independent evaluation led by the Department for Education and the Government Equalities Office.

**Completing the Survey (approximately 30 minutes to complete):**

Please follow the links below:

Secondary School Recruitment Survey

<https://www.surveymonkey.co.uk/r/PI_SecondarySchoolSurvey>

Secondary Schools’ Student Survey

<https://www.surveymonkey.co.uk/r/PI_StudentSurvey>

Primary School Recruitment Survey

<https://www.surveymonkey.co.uk/r/PI_PrimarySchoolSurvey>

* **As a School Leader, you will identify and review what is already happening in your school, sharing areas of good practice and areas of development.**
* **Please answer as honestly as possible so we can tailor our work to the needs of your school.**
* **Surveys will be confidential and will not be shared unless agreed with the school.**

The data collated in this survey will allow us to assess what model of intervention can meet the needs of your school:

**Model One:**

A “Whole School Approach” to addressing HBT bullying

**Model Two:**

Targeted training for school staff, in order to build their confidence and capacity to prevent and respond to HBT bullying and build inclusive school environments.

The data will inform the **action plan** we will develop in partnership with your senior leadership team.  **Please include examples of learning.**

**Please note that the closing date for completed surveys is Friday 9th December 2016.**

If you would like to discuss further, please do contact us on TackleHBTbullying@barnardos.org.uk

We look forward to receiving your completed survey.