

LGBTQ+ Policy

Our Policy

SNA 247 Support Services, it is our duty to recognise and respect the sex, sexual orientation and gender identity of all young people as they define themselves. Youthful Laughter does not assume all people are heterosexual or cis gender (meaning that their gender identity and sexual orientation are 'normal' in the context of the sex they were assigned at birth).

We believe we must work together to ensure that young people who identify within the LGBTQ+ spectrum are adequately supported and protected from prejudice.

This policy has been developed to ensure we effectively support young people that identify as LGBTQ+ this policy;

1. Refers to all LGBTQ+ young people including transgender, big ender and intersex.
2. Outlines our approach in regards to staff training, resources and curriculum development as well as responding to bullying and disclosures.
3. Provides guidance on the processes for any adjustments required for the young people with Youthful Laughter and data protection.

To provide context, this policy outlines;

- The definitions and terminology used in this policy – see Appendix 1.
- The legislation that informs this policy and our practise.

Legislation

The Equality Act 2010

SNA 247 Support Services policy is designed in response to The Equality Act 2010. This states that employers and public organisations have a legal obligation to: 'work to remove barriers that lesbian, gay, bisexual and transgender people can face and to advance their opportunities in all areas of life, including family, work and schools' ([Equality Act, 2010](#))

Proactive Pastoral Support

SNA 247 Support Services inclusion ethos is to take a proactive approach "to **treat people as individuals**, not defining them by their disability, sexual orientation, or cultural or religious background, while at the same time taking into account the needs that these may raise."

In order to achieve this, SNA 247 Support Services has developed training, resources and organisational practises as follows;

Training

Training will be provided to core staff to help raise awareness and help them understand the needs of LGBTQ young people. They will also be trained as to how to confront heteronormative, homophobic, biphobic and transphobic behaviour and language.

Language

SNA 247 Support Services endeavours to use the descriptive term and pronoun preferred by the individual. Challenge staff will always discuss preference of language with a young person to see what they are most comfortable with and adhere to this language whilst talking to that young person. In the case of young people that identify as non-binary, this includes asking them for their preferred name, pronouns and prefix.

Data protection

Medical information relating to a young person who is transgender or intersex is collected by the **Inclusion & Support Services** team. This includes;

- What sex the young person was assigned at birth, and what their gender identity is
- What their preferred pronoun to be referred to by is
- What accommodation they would prefer to stay in on the residential parts of the caravan
- What toilet / bathroom facilities they would feel most comfortable with
- Would they prefer/require an individual room at any point
- Is the young person comfortable talking to other people about their identity
- Are there situations which may cause the young person specific anxieties
- Whether there are certain situations extra support would be required in
- Any other relevant information

If a young person discloses that they are transgender before the programme begins, they will be asked how comfortable they are in talking about their identity with other young people. This information will be passed onto the necessary people in the **Programmes** team. This will inform **Programmes** how that individual young person can be supported during their stay with SNA 247 Support Services

Information relating to a young person who is transgender or intersex is classed as sensitive information and is recorded separately to general medical information. It will be communicated to the wave's **SPM, DSPM, PM** and **PAM** as is deemed necessary in line with our Sensitive Information policy and process.

It is the decision of the local **Programmes** team about which Seasonal Staff to share this information with. Generally, this will include the **Programme Leader, Assistant Programme Leader** and **Senior Mentor** for the young person's team, but may include other members of staff, at the **Programmes** team discretion. The following principles should be kept in mind when considering who to share this information with;

- We have permission from young people and parents / guardians to share

- information with staff involved in supporting the young person.
- Programmes should seek to limit the number of people they share this information with.
- Programmes should ensure all staff that need the information have been told it and understand its implications and how to act upon it.

A young person's identity should never be discussed or disclosed to any external partners, parents / guardians of other young people or any staff who it has not been agreed we can share information with. This is classed as sensitive information and it is **illegal** to share this information with more people than it has been agreed with, by the young person and their parent or guardian.

If a young person tells us anything about their gender identity or sexuality during their stay with Youthful Laughter Ltd and it is relevant to record this, this should be recorded as a **Disclosure & Safeguarding incident** to ensure this is stored securely.

Adjustments

As part of our application process, we will make an assessment of need for all young people. As part of this, we will make logistical adjustments to aspects of our NCS programme should they be requested and required. In relation to sleeping and bathroom arrangements, we refer to guidelines set out by the [Equality Advisory Support Service](#). They are as follows:

If a young person identifies as transgender, bigender or intersex we ask them what rooming arrangement and toilet facility they would feel most comfortable with, and then endeavour to fulfil that wish. They may stay in either a male or female dormitory. If they feel more comfortable in a single room, we will endeavour to provide this. **Inclusion Support Services** are responsible for arranging this room with Phase 1 outdoor centres.

However, a young person's choice of gendered space may change from situation to situation or throughout the young persons stay with Youthful Laughter. This could include;

- Becoming uncomfortable with current rooming arrangements
- Requiring other specific arrangements for changing rooms in Phase 1 activities or other gendered spaces.
- Using toilets at community partners or venues in non-residential weeks.

To ensure that we meet these needs, we;

- Ensure that the young person's choice will continue to be at the centre of all decision making throughout their stay.
- Ensure that young people are made aware in advance of what facilities will be available at community visits and upcoming venues.
- Consult with the young person about what logistical adjustments will provide the best support for them and do our best to carry these out.

Reactive Pastoral Support

Bullying

All SNA 247 Support Services participants sign a Code of Conduct prior to going on the programme. One part of this states that they must "Respect and include other people". If this is breached, we have a warning, yellow card and a red card protocol that we follow to ensure the issue is dealt with effectively and efficiently.

Disclosures

If a young person discloses that they are LGBTQ during the programme, this information should be treated as **strictly confidential** and only discussed further when the young person themselves indicates they would like to do so.

If a young person tells us they are LGBTQ, it is not automatically a safeguarding issue and each disclosure is looked at individually. The Challenge's Safeguarding Policy details and advises on what constitutes a safeguarding issue and what does not.

Any public discussion around LGBTQ topics should always reflect the inclusive values of The Challenge. When this topic comes up in discussion, we should consult with, and be led by, the wishes of the LGBTQ young person wherever possible.

Any homophobic, biphobic or transphobic attitudes, behaviours or language must be challenged, reported and/or sanctioned.

References

Gendered Intelligence – Introduction to Trans Awareness training

Stonewall – 'it's pronounced metrosexual'

National Geographic – Gender Revolution

<https://www.equalityadvisoryservice.com/>

Appendix 1

Sex:

Sex is assigned at birth, either male or female, based on the appearance of a baby's genitalia.

- **Intersex:** a term used to describe a person who may have the biological attributes of both sexes, or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people can identify as male, female or non-binary.
- **Male:** A term given to an individual at birth based on male genitalia.

- **Female:** A term given to an individual at birth based on having female genitalia.

Gender:

The way in which an individual identifies within the constraints of the society or culture they live.

- **Agender:** Describes a person who does not identify as having a gender identity that can be categorised as man or woman or who identifies as not having a gender identity.
- **Bigender:** people who experience exactly two gender identities, either simultaneously or varying between the two. These two gender identities could be male and female, but could also include non-binary identities.
- **Cisgender:** refers to a person whose gender identity and sexual orientation is the same as their assigned sex at birth.
- **Gender Binary:** The idea that gender is strictly an either-or option or male/man/masculine or female/woman/feminine based on sex at birth.
- **Gender Conforming:** A person whose gender expression is consistent with cultural norms expected for that gender.
- **Gender Dysphoria:** the medical diagnosis for being transgender.
- **Gender Expression:** A person's outward gender presentation.
- **Gender Fluid:** Someone who's gender identity or expression shifts between man/masculine and woman/feminine or falls somewhere on the spectrum.
- **Gender Identity:** one's personal experience of one's own gender. This could range from emotions to expression.
- **Gender Marker:** the designation that appears on a person's official records.
- **Gender Nonconforming:** A person whose gender expression is perceived as being inconsistent with cultural norms expected of that gender.
- **Transgender:** A person who lives as a member of a gender other than that based on their assigned sex at birth.

Sexual Orientation:

A person's sexual identity in relation to the gender to which they are attracted.

The following terms are all used to describe a person who has an emotional, physical or sexual attraction toward;

- **Bisexual:** individuals of more than one gender.
- **Gay:** members of the same sex, used predominantly for males.
- **Heterosexual:** members of the opposite sex/gender.
- **Homosexual:** members of the same sex/gender.
- **Lesbian:** members of the same sex, used predominantly for females.

Other terms;

- **Androgynous:** A combination of masculine and feminine traits or a non-traditional gender expression.
- **Biphobic:** A hatred, or fear of those who are bisexual.
- **Homophobic:** A hatred, or fear of homosexuals.
- **Heteronormative:** Promoting heterosexuality to be the norm, or the preferred sexual orientation.

- **Hetrosexism:** Is the assumption that everyone is heterosexual.
- **LGBTQ:** An acronym used to refer to Lesbian, Gay, Bisexual, Trans and Queer and/or Questioning individuals. It is not a sexual orientation as it wrongly assumes that Trans is a sexuality. Variants include LGBT and LGBQ.
- **Non-binary:** A spectrum of gender identities and expressions, often based on the rejection of the gender binary's assumption that gender is strictly an either-or option of male/man/masculine or female/woman/feminine.
- **Pronoun:** Words such as 'he' and 'him' / 'she' and 'her'. Affirming pronouns are the most respectful and accurate pronouns for a person as defined by them.
- **Puberty suppression:** A medical process that pauses the hormonal changes that activate puberty in young adolescents.
- **Transphobic:** A hatred, or fear of those who are transgender.