

## Submission from Kirkcaldy High School LGBT+ Group

Kirkcaldy High School (KHS) has been able to achieve a very accepting and positive ethos. We believe that a number of things have contributed to this ethos and they are listed below.

- The message of acceptance is delivered to the entire school on an ongoing basis through assemblies and communications to pupils and parents such as parentmail and bulletins.
- This message of acceptance is being delivered from the Rector, Mr Allan, who is a respected authority figure and this then being reinforced by all other staff.
- Pupils are aware of what the rules are and because of the consistent message being delivered by Mr Allan pupils are therefore taking it to heart and pupils are following the rules.
- This message of acceptance and the rules need to be continually reinforced and pupils should be reminded regularly.
- Staff are fully aware that they will be supported to deal with any HBT bullying that may arise. In the past staff may not have felt able to deal with discrimination but the support is there for them to feel confident to do so now.
- KHS has also been able to create a good culture by educating pupils on topics like contraception, teenage pregnancy and LGBT+ to lessen prejudice and bullying as pupils are then educated on the subject and will not make fun of pupils due to stereotyping. This again has been done by holding themed assemblies, relevant PSE lessons and bringing in the school nurses to talk to pupils about sexual health.
- Having a Rector and LGBT coordinator in the school who are willing to work hard is vital as it is difficult in the beginning to create an accepting school ethos and this takes perseverance and dedication.
- KHS has used social media effectively to help build up its culture of acceptance with a specific LGBT+ Twitter page which pupils can follow and be updated on what is happening in the LGBT+ group and local LGBT community as well as current LGBT issues in the news.
- The regular broadcast of positive, accepting message of diversity and inclusion means that pupils now just accept this as normal and discrimination would be challenged and not accepted by pupils.
- KHS has also chosen to show their commitment to equality by signing up for the Stonewall School Champion programme. The school has backed this commitment up by running LGBT campaigns, delivering assemblies and ensuring that the message about diversity is well known throughout the school. The LGBT+ group maintain a visible presence in school through noticeboards and have regular meetings. This is now part of our school identity and KHS are very proud of being a Stonewall Champion School.
- The LGBT+ group members are now also becoming more active in community LGBT+ groups and a lot are volunteers for Fife Pride. The school is therefore even more than before being thought of in the local community as inclusive, welcoming and forward thinking.

We believe that the way forward for equality and acceptance is a strong, clear and consistent message delivered continuously by respected authority figures until it becomes part of the school's identity and ethos.

Cameron Bowie

Chair

Kirkcaldy High School LGBT+ Group

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