



National Children's
Bureau

Learn Equality, Live Equal Anti-Homophobic, Biphobic and Transphobic (HBT) bullying Programme

Guidance for Local Authorities

The overall purpose of the programme is to reduce the incidence of 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.

Our programme has two delivery models:



Model 1: An intensive programme of support for primary and secondary schools to develop a whole school approach to HBT bullying.

Eligible schools will be offered a package of bespoke support equivalent to **6 days** including:

- Support with development and implementation of a whole school action plan
- Signposting to relevant resources, support services and online training
- Staff development and training
- Face-to-face and remote support
- Assistance with staff, pupil and community engagement activities
- Access to regional training offer (see Model 2)

Model 2: Suite of training courses for school staff to build the confidence, knowledge and skills to prevent HBT bullying and build inclusive school environments.

1. LGBT- inclusive SRE and the Equality Act for schools
2. Challenging sexism: Gender identity, gender equality and trans inclusion in schools
3. All Together: Ensuring your HBT anti-bullying strategy is inclusive for disabled children/children with SEN (twilight)

All courses are accompanied by bespoke **follow up support** and are supported by **online training**.

Which schools?

This programme is designed to reach schools with **no, or ineffective** measures in place to tackle HBT bullying. It may complement, but should not duplicate, any existing or previous work. We are therefore looking to work with schools who have not yet benefited from interventions to address HBT bullying, or who have not yet been able to respond to or implement that work.

Where?

Participating regions	Schools receiving intensive support (Model 1)	Face to face training sessions (Model 2)	Total schools reached
East of England	7	6	41
East Midlands	8	6	48
West Midlands	15	27	175
South West	10	15	100

Timeframe

We will be working with participating authorities to deliver the programme against the following timeframe:

February 2017	Schools complete self-assessment tool
March 2017	Schools complete pre-initiative evaluation survey
April 2017	NCB trainers make contact with schools eligible for intensive support (Model 1)
April 17-Dec 18	Model 1—ongoing support in-school Model 2—face to face training sessions delivered
Jun 18-Dec 18	Schools complete post-initiative evaluation survey
Jan-Feb 2019	Regional celebrations and learning events

What's involved?

In order to most effectively deliver the programme we will be asking participating Local Authorities to commit to the following:

Participating Local Authorities will:

- Assist with the school selection process by distributing self-assessment calculator to schools (February 2017)
- Provide training venues and refreshments for training (April 2017-July 2018)
- Support with promoting and managing training bookings
- Support the independent evaluation of the GEO grant

National Children's Bureau will:

- Provide a single point of contact for programme management
- Disseminate programme information and respond to queries, as required
- Ensure support and training are tailored to meet local needs and priorities
- Work with participating authorities to secure training dates and to maximise opportunities for promotion locally
- Supervise NCB associates and quality assure our training and support offer
- Provide regular feedback on programme and progress towards targets and outcomes

The Department for Education has commissioned Sheffield Hallam University to conduct an independent evaluation of the programme. The evaluation aims to assess the effectiveness of the programme in helping schools to prevent and respond to HBT bullying and create an inclusive school environment.

Online surveys

To take part, all schools will need to complete **pre and post initiative online surveys**. Pre initiative surveys will be open in March 2017 for around 6 weeks. Post initiative surveys will be sent to schools **6 months after** the school has completed the initiative. Surveys will be no longer than 15 minutes.

Model 1 - the staff survey will be for **all staff** within the school, and a pupil survey will be for Year 4 pupils in primary schools and Year 7 and 9 pupils in secondary schools. The post initiative survey will be for the same groups of staff and pupils (to track change over time). Staff and pupils will be surveyed in order to gain a wide range of perspectives on HBT bullying in their school and the effectiveness of the initiatives in tackling this.

Model 2 - schools will be sent a staff survey which will be only for those who have taken part in the staff training initiative. There is no pupil survey.

Surveys will be sent to the project lead within the school who will be asked to distribute the survey to colleagues in the school. In model one schools, the school lead will also be asked to facilitate completion of pupil surveys with **all pupils** within the specified year groups above.

Cost effectiveness

A pre-populated costs form (with guidance) will be sent to schools to complete about any costs incurred as part of the project, for example, staff cover costs or non-staff costs such as photocopying.

About the collaboration

Since 1963 the [National Children's Bureau](#) (NCB) have been at the forefront of campaigning for children and young people's right to a safe, secure and supported childhood. The NCB family includes:

- The [Anti-Bullying Alliance](#) (ABA) - a unique coalition of organisations and individuals, who work together to stop bullying and create safer environments in which children and young people can live, grow, play and learn.
- The [Sex Education Forum](#), established in 1987, is a membership organisation and works together with its members and other stakeholders to achieve quality sex and relationships education (SRE).

NCB is working in partnership with [Educational Action Challenging Homophobia](#) (EACH), which works to affirm the lives of lesbian, gay, bisexual and transgender (LGBT) people and reduce discrimination experienced because of sexual orientation or gender identity.



Supported by:



Government
Equalities Office



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