

Questions for governors to ask school leaders about supporting the mental health of LGBT children and young people

You may find it useful to refer to Governors for Schools' ['Questions for governors to ask school leaders about mental health and wellbeing provision'](#).

What training or support have staff received to develop their knowledge and confidence in supporting lesbian, gay, bi and trans children and young people?

- Which staff have received the training?
- What did the training focus on?
- What did staff think of the training? Do we have any evidence of its impact?
- Is there any refresher training available for staff? How do staff access ongoing support and development in this area?

How is teaching about mental health and well-being woven through the curriculum, and how do we ensure that this teaching is LGBT-inclusive?

- Who oversees this?
- Which subject areas incorporate teaching about mental health and well-being? Does this teaching specifically mention LGBT people and the issues that affect them?
- How are pupils supported to develop resilience? Does teaching on resilience building reflect the experiences of LGBT pupils and meet their needs appropriately?
- What do pupils think of teaching on mental health and well-being? How do we know it's meeting their needs?
- How is this teaching reviewed and monitored?

Are there any specialist provisions in place to support LGBT children and young people who have mental health and wellbeing needs?

- Has there been any specialist training for staff on supporting the mental health and wellbeing of LGBT children and young people specifically?
- What did staff think of the training? Do we have any evidence of its impact?
- Is there any refresher training available for staff? How do staff access ongoing support and development in this area?
- Does the school work with or signpost to any external organisations or agencies who specifically work with LGBT children and young people to support their mental health

and wellbeing? If so, who? Are they local or national? What kind of support do they provide?

How do we ensure we can identify LGBT children and young people who may have mental health and wellbeing needs?

- What provisions are in place to ensure that LGBT children and young people can talk to a trusted adult if they have worries or concerns about their mental health?
- Is it made clear to staff that being LGBT is not a mental health condition, but that LGBT children and young people may be more likely to experience poor mental health outcomes?
- How are staff supported to understand the sensitivities of supporting an LGBT child or young person with their mental health when they are not out as LGBT?

How do we prevent and tackle homophobic, biphobic and transphobic bullying?

- Does the school's anti-bullying policy specifically refer to homophobic, biphobic and transphobic bullying, and clearly state that these types of bullying are unacceptable?
- Do we have a pupil-friendly anti-bullying policy with clear, simple language which clearly tells pupils that HBT bullying is unacceptable?
- Are we recording incidents of homophobic, biphobic and transphobic bullying as three discrete categories? How is this data reported to the board?
- How are staff trained or supported to respond to incidents of HBT language?

How do we ensure that LGBT children and young people have opportunities to learn about LGBT role models and hear positive stories about LGBT people?

- How are LGBT themes woven through the curriculum?
- How do we celebrate LGBT role models in the wider school environment (for example, through displays, assemblies, resources on the Virtual Learning Environment, sections of the website)?
- Do we highlight a diverse range of LGBT role models, including lesbian, gay, bi **and** trans people, as well as LGBT people who are disabled, Black LGBT people, and LGBT people of colour? Are all pupils able to learn about role models from a similar background to them, as well as different backgrounds?
- Do pupils have opportunities to learn about LGBT role models from the local community or hear positive stories about local LGBT people?