

## **Mission Statement**

Mohill Community College commits itself to creating an inclusive, caring and disciplined environment, promoting a respect for diversity of culture and fostering a spirit of mutual respect among students and staff. The College, in partnership with Parents/Guardians and the wider community, will challenge its students to pursue excellence, enjoy learning and to achieve their full potential as individuals and citizens.

## **Rationale**

Mohill Community College values diversity in its school community and wants to provide a safe, welcoming, inclusive and affirming learning environment for all students.

Mohill Community College recognises that students and school community members identifying as lesbian, gay, bisexual, transgender, transsexual, or questioning (LGBT) face a unique set of challenges within schools and communities, including being targets for discriminatory behaviours.

All members of the school community share the responsibility for supporting students and staff in addressing and facing these challenges.

Homophobic and gender-based comments, discrimination, and bullying are demeaning to all students, parents or guardians and employees regardless of their actual or perceived sexual orientation.

Mohill Community College will not permit or tolerate any homophobic behaviour or bullying, whether by commission or by failing to act to end such behaviour. Staff will respond to incidents and provide support and assistance to those who are the intended or unintended targets of such behaviour.

Mohill Community College will ensure that students and staff practice appropriate behaviour and actions to prevent homophobic discrimination and harassment through greater awareness of and responsiveness to their harmful effects.

This Policy may be read in conjunction with the school's Code of Behaviour, Pastoral Care Policy, Anti-Bullying Policy, Relationships and Sexuality Policy and Guidance Plan.

**Approved by the Board of Management 30<sup>th</sup> April 2013**

**Reviewed, and approved by the Board of Management 2<sup>nd</sup> December 2019**