



## Dealing with Homophobic and Transphobic bullying

*'Every child in every school has the right to learn free from the fear of bullying, whatever form that bullying may take. Everyone involved in a child's education needs to work together to ensure this is the case.'*<sup>1</sup>

Incidents of homophobic name calling/bullying are taken seriously and responded to in a similar way to other incidents. We recognise both indirect homophobic abuse e.g. 'your bag's gay' and direct homophobic abuse e.g. a boy is called a 'poof'.

### **Principles**

#### The Law

- It is illegal to discriminate against those who are lesbian, homosexual, or bisexual (2007 Equality Act)
- Under the Education and Inspections Act 2006, head teachers, with the advice and guidance of governors and the assistance of school staff, must identify and implement measures to promote good behaviour, respect for others, self discipline among pupils and to prevent all forms of bullying. This includes the prevention of homophobic bullying and Transphobic bullying.
- Staff are protected under the Employment Equality (Sexual orientation) Regulations 2003.

### **What does it look like?**

- Homophobic bullying/name calling occurs when bullying motivated by a prejudice against lesbians, gay or bisexual people
- It can include spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are "gay" – for example, "You're such a gay boy" or "That's gay"
- Even when pupils may not know what the words mean, but use homophobic language against others, it is still a form of bullying/name calling
- We do not view homophobic name calling as "harmless banter". We recognise that if it is not challenged at primary school it is harder to address at secondary school
- If a pupil is not explicitly told that homophobic bullying is wrong they may think it is OK to do this

### **Responding to an Incident**

If we hear a child using homophobic language **we will address it**, using the agreed guidance below and guided by our knowledge of the individual pupil's maturity and personal circumstances.

#### Y3 pupils

1. Establish why homophobic language was used? What was the motivation?
2. How did it make X feel?
3. Ask if they know what the word means. After pupil answers –
  - Clarify "It's when two men or two women love each other".
  - State "Calling someone gay/something gay is not acceptable when the word is used to tease or upset someone." Help child to understand how their behaviour affects others.
4. Resolve conflict (write letter, verbal apologies, shake hands etc) in line with Behaviour Policy.
5. If name calling continues sanction child in line with Behaviour Policy.

<sup>1</sup> Safe To Learn, Embedding Anti-Bullying work in Schools – Homophobic Bullying DCSF 2007

Y4 - Y6

1. Establish why homophobic language was used? What was the motivation?

2. How did it make X feel?

3. Ask if they know what the words mean. After pupil answers –

- Clarify "It's when two men or two women love each other and there's nothing wrong with that/the law says there is nothing wrong with that"
- State "Calling someone gay/something gay is not acceptable when the word is used to tease or upset someone, as it's not using the word appropriately." Help child to understand how their behaviour affects others.

4. Resolve conflict (write letter, verbal apologies, shake hands etc) in line with Behaviour Policy.

5. If name calling continues sanction child in line with Behaviour Policy.

**Date policy written: Nov 2014**

**Date of Next Review Nov 2017**

**Signed:** *M Baumring*

**Headteacher**

**Agreed by governors on (date):26/11/14**

**Agreed by governors on 12/10/16**