



Anti-Homophobic Name Calling Policy

Academic Year 2018 – 20

Incidents of homophobic name calling/bullying are taken seriously and responded to in a similar way to other incidents. We recognise both indirect and direct homophobic abuse.

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.
- 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.
- 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.

Foundation pupils

1. Establish why homophobic language was used? What was the motivation?
2. How did it make X feel?
3. Explain ‘gay’ is not the right word to use. What could they have done/said instead? Help child to understand how their behaviour affects others.
4. Ask the child to choose other words/actions which would help solve the problem in a positive way.

¹ Safe To Learn, Embedding Ant- Bullying work in Schools – Homophobic Bullying DCSF 2007

Y1-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.

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.

If you wish to read further: please visit www.teachernet.gov.uk/publications and read Safe To Learn, the over arching guidance on bullying and the supplementary guidance: Homophobic Bullying. Cyberbullying

There is also material on countering racist bullying.

This document should be used alongside KCSiE 2018

Date policy agreed: Summer 2018

September 2018