



Dealing with Homophobic / Biphobic / Transphobic Incidents

Six Step Approach

1.

The incident is recorded on CPOMS and tagged as a homophobic incident. In addition, the staff member who witnessed the incident must verbally alert a member of the school's leadership team.



2.

The victim and alleged perpetrator are spoken to separately by the class teacher and/or a member of the school's leadership team (as appropriate).



3.

The victim is offered support and the opportunity to talk to the class teacher or a member of the school's pastoral or leadership team.



4.

The perpetrator is spoken to by a member of the school's leadership team. This will include some bespoke teaching and a restorative approach which will help the child to see how their actions/words made the victim feel and why homophobia is unacceptable.



5.

The perpetrator and victim's parents are both spoken to about the incident and informed of actions that have been taken and any further actions that may be taken to ensure that this doesn't happen again.
The SLT will decide on suitable consequences for bullying which may include removing playtimes or lunchtimes for a period of time.



6.

Any actions taken must be recorded on CPOMS and reported to the Local Academy Council at the next termly meeting.

Example responses to homophobic, biphobic or transphobic incidents

Establish understanding

- 'Do you know what that word means?'
- 'What do you mean by 'that's so gay!'?'
- 'What did you mean by saying he kicks like a girl?'
- 'Do you understand why its wrong/hurtful to use that word?'

Explain meaning

(Use the child-friendly explanations below to help)

- 'Gay/lesbian/bisexual/trans is a word we use to describe [...], not a nasty word to use against people.'
- 'We don't use gay/lesbian/bisexual/trans as an insult because it makes people think that being gay/lesbian/bisexual/trans is something bad.'

Use empathy

- 'How do you think you would feel if someone called you names like that?'
- 'That language is really hurtful/unkind to me and others.'
- 'It is really disappointing to hear you using language that makes other people feel bad.'

Challenge directly

- 'You know that that language is absolutely unacceptable.'
- 'Why are you saying that word?'
- 'How can a pair of trainers be gay?'
- 'If you mean rubbish, you should use the word rubbish.'

Link to school ethos and policy

- 'In this school we don't use language like that. We look after each other.'
- 'It's important that everyone can be themselves.'
- 'We are all unique and deserve to be respected/valued/loved by others.'
- 'We don't pick on people because of the way they look.'

Glossary

Gender dysphoria

used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the gender they were assigned at birth.

Pronoun

words we use to refer to people's gender in conversation – for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they / their and ze / zir

Gender

Babies are given a gender when they are born, for example 'male' or 'female', 'boy' or 'girl'

Gender identity

Everyone has a gender identity. This is the gender that someone feels they are. This might be the same as the gender they were given as a baby, but it might not. They might feel like they are a different gender, or they might not feel like a boy or a girl

Trans

Trans is a word that describes people who feel the gender they were given as a baby doesn't match the gender they feel themselves to be. For example, someone who is given the gender 'boy' as a baby but feels like a girl

Straight or heterosexual

A straight or heterosexual person is someone who falls in love with, or wants to have a relationship or partnership with, people who are the opposite gender to them. For example, a man who is in a relationship with a woman, or a girl who is in love with a boy

Gay

The word gay refers to someone who falls in love with, or wants to have a relationship or partnership with, people who are the same gender as them. For example, a man who loves another man or a woman who loves another woman, this includes two dads or two mums

Lesbian

Lesbian is word to describe a woman who falls in love with, or wants to have a relationship or partnership with, other women. For example, a girl who is in love with another girl, or two mums who are in love with each other

Bisexual

Bisexual is a word to describe someone who falls in love with, or wants to have a relationship or partnership with someone of the same gender as them *or* with someone of a different gender to them. A bisexual person might say that the gender of the person they fall in love with doesn't matter to them.

People might use words such as boyfriend, girlfriend, husband, wife or partner to describe the person they are in love with or in a relationship with.