

# Wessex Gardens

## Primary and Nursery School



### Anti-Homophobia / Transphobia Policy



#### 2023 - 2024

At Wessex Gardens we believe that every child has the right to feel safe and to be protected from any situation or practice that could result in them being harmed. Each child's welfare is of paramount importance and we are committed to safeguarding and promoting the welfare of all children in our care, and we expect all staff, governors, placements and volunteers to share this firm commitment.

#### Growing Together

Wessex Gardens Primary and Nursery School is a place where we grow kind, confident, resilient and independent lifelong learners in a trusting and honest environment. Here everyone is welcome and valued. We are motivated and supported to reach our full potential as we continue to aspire to excellence.

This policy was ratified by the governing body on 28<sup>th</sup> November 2023

<b>Approved by:</b>	<b>Alexander Banks</b>	<b>Jill Summers</b>
<b>Designation:</b>	<b>Headteacher</b>	<b>Chairman of the Governing Body</b>
<b>Signed:</b>	 	
<b>Review Date</b>	<b>September 2024</b>	

## **INTRODUCTION/RATIONALE**

Wessex Gardens Primary and Nursery school will not tolerate any form of homophobia/transphobia and is committed to the development of an inclusive ethos. The school Anti-homophobia/transphobia policy and practice helps to identify and change those attitudes which lead to negative discrimination against people on the basis of their actual or perceived sexual orientation.

### **Aims**

- It is the right of every child to an education that is aimed at developing their personality, talents, mental and physical abilities of the individual to their fullest potential
- Wessex Gardens Primary and Nursery School will promote equality and all pupils will be provided with opportunities to study their own values and those of others, appreciate diversity and develop respect for others
- Wessex Gardens Primary and Nursery School will support equality, justice and mutual respect

### **Good Practice**

- Senior Leaders and staff show a strong commitment to equality and fairness.
- Senior Leaders provide clear guidance and support for staff in taking forward equality.
- The curriculum promotes access and success for all pupils.
- Pupils' progress and achievements are monitored effectively and appropriate steps are taken to ensure that all pupils fulfil their potential.
- Staff have high expectations of pupils' achievements and pupils have high expectations of themselves and others.
- All members of the school community show commitment and contribute positively to the school's strategies for tackling homophobia/transphobia and promoting equality.
- Pupils have self-respect, show respect for others, recognise, and value equality.
- Positive steps are taken to encourage and enable all parents to participate effectively in their children's care and education.
- Parents and other positive role models from the community are encouraged to share their knowledge, skills and expertise.

### **Homophobic Harassment and Bullying**

Homophobic harassment and bullying is when people behave or speak in a way which makes someone feel distressed because of their actual or perceived sexuality. People may be a target of this type of behaviour because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different.

Examples of homophobic/transphobic harassment can include:

- Calling someone names, teasing or humiliating them using homophobic/transphobic language\*
- Hitting, kicking, punching or physically hurting someone
- Mocking or imitating someone's voice, mannerisms, etc.
- Refusing to work or cooperate with someone because of their real or perceived sexual orientation
- Vandalism of property, offensive graffiti or displaying symbols
- Outing someone (telling their family and/or friends they are lesbian, gay or bisexual, whether they are or not) or spreading rumours about their sexual orientation
- Inappropriate sexual comments or gestures

*\*Homophobic/transphobic language means terms of abuse that are often used towards lesbian, gay and bisexual people, or those thought to be LGBTQ.*

*However, homophobic language is also often used to refer to something or someone as inferior. Phrases such as 'those trainers are gay!', for example, may be used to insult someone or something, but without referring to actual or perceived sexual orientation.*

All such incidents, including those which could be deemed to be bullying must be referred to the Headteacher. Where there is evidence that a number of individual homophobic/transphobic incidents have been perpetrated against the same child/young person, staff should be vigilant to the possibility that the individual could be experiencing the effect of bullying (i.e. a sense of powerlessness, isolation and distress). The steps taken to resolve alleged bullying incidents are the same i.e. reviewing the situation and providing support to, and challenging the behaviour of, those involved. These will be dealt with in line with our behaviour and anti-bullying policy.

### **Homophobic/Transphobic Incidents Involving Staff**

Such incidents can sometimes involve members of staff as perpetrators or victims. When a member of staff is implicated in a homophobic incident (either as a victim or perpetrator) the headteacher may seek advice from Barnet Local Authority

### **Incidents Occurring in the Local Community**

When homophobic/transphobic incidents occur outside school and are brought to the attention of staff via a third party the Headteacher may consider discussing such situations with the police.

### **Involving Parents of Alleged Victims or Perpetrators**

Parents of alleged victims and perpetrators will be informed of any allegation by telephone and this may be followed up with a letter. Concerns from parents will be responded to in an appropriate manner.

### **Supporting Pupils through Positive Intervention**

Pupils and parents should understand that all allegations of homophobic/transphobic incidents will be treated with the utmost seriousness. Senior Leaders are responsible for deciding how to respond to particular incidents and will depend on

- the age of the individuals
- the nature of the incident
- whether there are any behavioural needs which could affect an individual's behaviour towards others
- whether there have been any previous incidents involving those individuals
- what action should be taken
- their duty of care to all pupils involved (both victim(s) and perpetrator(s))