

ALDERMAN PEEL HIGH SCHOOL

ANTI HOMOPHOBIC POLICY

To be reviewed Oct 09¹

Principles and Objectives

Alderman Peel High School, within its curriculum and pastoral system, aims to embrace a range of diverse cultural backgrounds, values and beliefs and has in place strategies to combat homophobic behaviour and attitudes.

The School will therefore record all homophobic incidents, and then report them to governors.

Rationale

Homophobic behaviour is damaging to all young people. Young people at APHS should learn to be tolerant and respectful of people of different sexual preferences.

Anti homophobic education must actively challenge the ignorance which lies at the root of prejudice and homophobia. It is essential to challenge homophobia, as gay, lesbian or bisexual pupils and staff will invariably be a minority.

Access to a broad and balanced curriculum should be underpinned by anti-homophobic practice. People of all races, cultures and sexual preferences have contributed to the world's collective store of knowledge and achievements. It is vital that our students understand this. This understanding is vital in ensuring that pupils gain an accurate picture of the development of thought and achievement. It is important that students learn to respect all people irrespective of sexuality.

People and responsibilities

Mr J Platten is responsible for monitoring the implementation and reviewing the effectiveness of this policy. The Governing Body is also responsible.

What does the policy cover?

All members of the school community, students, staff, governors and parents. Any incidents should be reported to the above personnel without delay.

Definition

¹ To be reviewed annually in synch with National Antibullying Week
Alderman Peel High School
Students and Curriculum Committee
Policies Feb 2009

Homophobia: According to Stonewall Homophobia is an irrational hatred, intolerance, and fear of lesbian, gay and bisexual people and their culture.

The Anti-Defamation League says that homophobia 'is the hatred or fear of homosexuals - that is, lesbians and gay men- sometimes leading to acts of violence and expressions of hostility. Homophobia is not confined to any one segment of society, and can be found in people from all walks of life'.

For the purpose of this policy, the school adopts the following definition of **homophobic incident** (an adaptation of the wording of the MacPherson report 1999):

"A homophobic incident is any incident which is perceived to be homophobic by the victim or any other person"

Common examples include homophobic name-calling, homophobic bullying, graffiti, slogans etc.

Recording and Reporting

Mr B Rimmer (Assistant Headteacher) has a folder containing forms for recording homophobic incidents within the school . Access to this folder is restricted to , B Rimmer, the Headteacher and Governor responsible.

Data protection means that only the minimum necessary information is kept. Names should not be used when reporting to the LA/Parents/Governors. Any homophobic incidents will be recorded in school. They will be also be reported to governors through Students Development and Learning.

Training

Alderman Peel High School aims to provide any training which it deems valuable for the staff and governors.

Curriculum

Tolerance respect, and understanding of diverse sexual preference, sex and relationships education is explored through Citizenship, Science and English.

Mr Youngman is responsible for monitoring its effectiveness on a regular basis.

Procedures

Mr Rimmer should be made aware of any homophobic incident the same day and where possible initial investigations will also take place. In the event of his absence Mr Youngman will assume responsibility.

Perpetrators

The perpetrators will be dealt with in accordance with the School's behavioural policy.

Additionally, aims are to educate, repair damage and build towards a better understanding and more caring atmosphere. An aspect of the school's means of achieving this aim includes the follow up of any incident in terms of support of perpetrators and targeted students.

In order to achieve this, any student involved in a homophobic incident will be spoken to two to three weeks after the event to ensure that they are avoiding the same behaviour. This will be carried out by a nominated member of the Student Progress team. Said member of staff will be identified at the beginning of the process so that if the perpetrator feels under pressure from other students to continue to act in a homophobic manner then he or she can approach the member of staff for advice and support.

Targeted Students

Alderman Peel High School aims to show understanding and give reassurance. Where relevant, continued counselling or other support will be used. As with the perpetrators, any student who is a target of homophobia will also be spoken to by a nominated member of the student progress team two to three weeks after the event to ensure that further **homophobia** has not occurred. Said member of staff will be identified at the beginning of the process so that if the targeted student has any concerns, he or she can approach the member of staff for advice and support.

Legal Requirements

This policy has been written in accordance with the School Standards and Framework Act. 1998 (SSFA). Alderman Peel's Anti Homophobia policy aims to safeguard and promote the welfare of children in accordance with s.175 of Education Act 2002 in line with guidance released by the DfES (DfES/0027/2004 Safeguarding Children in Education). Equally all students present in the school are given the opportunity to contribute their views through Student Council thereby fulfilling Article 12 of the United Nations Convention on the Rights of the Child 1989. The review of this policy has followed guidance from a number of bodies including the DfES advice from Bullying: Don't Suffer in Silence 2000. This policy aims to fulfil the relevant requirements of the Human Rights Act (1998).

The policy follows the advice raised in the DfEE Sex and Relationship Guidance (July 2000), DfEE Circular Social Inclusion: Pupil Support Oct 1999.

It is important to remind stakeholders that in 2003 the government repealed Section 28 of the local Government Act (1988) which had previously generated much confusion over the handling of lesbian, gay and bisexuality.

Monitoring, Evaluation and Review

Alderman Peel High School aims to continually monitor the way homophobic incidents are dealt with. It will be considered on each occasion an incident arises. Should the Headteacher deem it necessary it will be brought to the attention of the staff and governors as a whole.

Success Criteria

All staff and students will feel safe and comfortable at Alderman Peel High School without fear of being abused in any way.

All homophobic incidents to be logged.

All incidents to be dealt with according to the policy

All staff, pupils and governors to be aware of the policy

Staff will be reminded of this policy at the beginning of the academic year.

The policy will be revisited by Governors, Leadership, Staff and Pupils during the first half term of each academic year. Students and Curriculum will review the policy in Autumn to coincide with Antbullying Week²

Written by N Youngman

Ratified by Leadership Team

Date 4th Feb 09

Ratified by Governing Body

² Revised review date

Revised Feb 09

Footnotes

Revised Feb 09