



theHammond

**RESPONSES TO HOMOPHOBIA AND
TRANSPHOBIA POLICY**

2023 - 2024

THE HAMMOND SCHOOL LTD., MANNINGS LANE, CHESTER, CH2 4ES

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The Hammond School Limited is registered in England and Wales Number 838325. Registered office is above. Charity Number 1022427 incorporating the Betty Hassall Foundation. The school is accredited by the I.S.A and C.D.E.T. and is a member of the B.S.A and I.S.I.

At The Hammond, we are committed to fostering a safe, inclusive, and respectful environment for all members of our school community. We firmly believe that every individual deserves to be treated with dignity and respect, regardless of their sexual orientation, gender identity, or expression. This policy outlines the school's approach to responding to homophobia and creating a supportive atmosphere for LGBTQ+ (lesbian, gay, bisexual, transgender, queer, and other sexual orientations, and gender identities) students, staff, and families.

Definitions

Homophobia and Transphobia: Prejudice, discrimination, or hatred directed toward individuals based on their actual or perceived sexual orientation or gender identity.

Objectives

The Hammond's policy on responding to homophobia and transphobia is designed to:

- a) Eliminate homophobia/transphobia from the school environment and promote understanding, acceptance, and inclusivity.
- b) Support LGBTQ+ students, staff, and families by creating a safe space where they can thrive academically, socially, and emotionally.
- c) Provide guidance for addressing incidents of homophobia and educating the school community on the importance of respect and diversity.

Prevention and Education

- a) Curriculum Integration: We will integrate LGBTQ+ inclusive topics into our curriculum to promote understanding and awareness, encouraging open dialogue about different sexual orientations and gender identities.
- b) Training and Workshops: staff will receive training on LGBTQ+ issues, homophobia/transphobia awareness, and inclusive teaching practices to ensure they are well-equipped to create an inclusive environment.
- c) Awareness Campaigns: The school will organize awareness campaigns, events, and workshops to educate students and the wider community about the harmful effects of homophobia/transphobia and the importance of acceptance.

Reporting and Addressing Incidents

- a) Safe Reporting Channels: Students, staff, and parents/guardians will be informed about the various reporting channels available for incidents of homophobia, which include trusted teachers, the senior leadership team, and the anonymous platform 'Whisper'.
- b) Confidentiality: All reports will be treated with the utmost confidentiality, and individuals who report incidents will be protected from retaliation.

c) Investigation and Action: All reported incidents will be thoroughly investigated, and appropriate disciplinary action will be taken against the offenders in accordance with school policies and local laws. Restorative practices may also be used to address the harm caused.

Support and Resources

a) Counselling Services: The school will provide counselling services for LGBTQ+ students who may require emotional support due to incidents of homophobia/transphobia.

b) Student Clubs: LGBTQ+ student clubs will be established to provide a safe space for students to connect, share experiences, and promote acceptance. Student leadership roles have also been created to support LGBTQ+ students.

c) External Resources: The school will maintain a list of external resources, including local LGBTQ+ organisations and helplines, to offer additional support to students, staff, and families.

Review and Evaluation

This policy will be reviewed annually to ensure its effectiveness and relevance. Feedback from students, staff, parents/guardians, and the wider community will be taken into account during the review process.

Conclusion

At The Hammond, we are dedicated to creating an inclusive and welcoming environment for everyone. Our policy on responding to homophobia and transphobia reflects our commitment to eradicating discrimination and fostering a culture of acceptance, respect, and equality. Together, we can make a positive impact on the lives of our LGBTQ+ students, staff, and families, and contribute to a more inclusive society.

Responding to an act of homophobia/transphobia by students is a critical step in maintaining a safe and inclusive school environment. The following is The Hammond's preferred process:

1. Immediate Response:

Address the Incident Directly: Once an incident is reported or observed, address it promptly. Ignoring or downplaying the incident can perpetuate a harmful environment.

Separate Parties Involved: If necessary, separate the individuals involved to prevent further escalation and ensure the safety of all parties.

Support the Victim: Reach out to the victim to offer immediate support. Ensure they know their safety and well-being are a top priority.

2. Investigation and Documentation:

Gather Information: Collect facts and statements from witnesses, involved parties, and any available evidence. This will help in understanding the context and severity of the incident.

Document Everything: Maintain thorough records of the incident, including details of what happened, who was involved, and any actions taken.

3. Addressing the Perpetrators:

Meet with the Perpetrators: Arrange a private meeting with the students responsible for the incident. Approach the conversation with the goal of education and understanding, rather than punishment.

Educate: Use the opportunity to educate the students about the harmful effects of homophobia, the school's policies, and the importance of respect for all individuals.

Consequences: Depending on the severity of the incident, apply appropriate consequences in line with the school's disciplinary policies. Focus on restorative practices that promote personal growth and understanding.

Empathy Building: Encourage the students to reflect on their actions and consider how they would feel if they were in the victim's position.

4. Restorative Practices:

Mediation: If appropriate and with the consent of all parties, consider a mediation session where the victim and the perpetrators can engage in a facilitated dialogue to address the harm caused and find ways to move forward.

Apology: Encourage the students responsible to apologize sincerely to the victim. An apology can be an important step in repairing relationships and fostering understanding.

5. Communication with Parents/Guardians:

Notify Parents/Guardians: Inform the parents or guardians of all parties involved about the incident and the school's response. Maintain confidentiality while sharing essential information.

Parental Involvement: Encourage parents/guardians to engage in conversations with their children about the incident, its impact, and the importance of respect.

6. Follow-Up and Prevention:

Follow-Up with the Victim: Continue to provide support to the victim, ensuring their well-being and emotional recovery.

Prevention Strategies: Develop strategies to prevent future incidents, such as ongoing education, workshops, and awareness campaigns about homophobia and its effects.

7. Education and Awareness:

School-Wide Response: Depending on the severity and impact of the incident, consider addressing the incident at a school assembly or through classroom discussions. Emphasise the school's commitment to inclusivity and respect.

8. Regular Review:

Review Policies: Regularly review and update the school's policies and procedures regarding discrimination, harassment, and bullying to ensure they remain effective and responsive.

Responding to an act of homophobia by students requires a balanced approach that prioritises education, support, accountability, and the opportunity for personal growth. The goal is to foster a safe and inclusive environment where all students can thrive and be treated with respect.

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