

## Reporting back on the work of Wilbraham Primary School to meet the Equality Act targets 2017-2021 to ensure that Homophobia was tackled more effectively

TARGET	RESPONSE/OUTCOME
<p><b>1. We continuously strive to ensure that every child feels welcome and thrives.</b></p>	<p>*Wilbraham has encapsulated its aim for every child to be educated in a prejudice-free environment in the creation of its statement... “We want every one of our children to be safe, happy, confident, polite, creative and unique.” The statement is now on the home page of the school website</p> <p>*All children and their families have access to:</p> <ul style="list-style-type: none"> <li>- Teachers who are very aware of the pastoral needs of the children they teach, a Child Mental Health Lead, a Behaviour Lead, a Welfare Team, an Inclusion Manager, a computerised concerns reporting system (CPOMS), an SEN and EAL team support.</li> <li>* Staff have access to Mental Health First Aiders and Stonewall trained Staff members</li> <li>- The school’s commitment to safeguarding is now also to be found on the home page of the school website.</li> </ul>
<p><b>2. We allow children to learn how to value difference between individuals:</b></p>	<p>* This takes place in RE lessons, PSHE lessons, P4C lessons, Relationship Education lessons, British Values lessons, Anti-Bullying weeks. All aspects of diversity and discrimination, including LGBTQ+ awareness, is raised in these lessons.</p> <p>* A centralised Stonewall resource book library has been created.</p>
<p><b>3. We empower staff to celebrate difference more generally, especially around celebrating difference in families which includes same sex families</b></p>	<p>- RE lessons, PSHE lessons, P4C Lessons, Relationship Education Lessons, British Values Lessons, Stonewall book resources, Anti-bullying weeks.</p>
<p><b>4. Raising awareness that homophobia might be an issue within school</b></p>	<p>- Two training Stonewall sessions for staff, with on-going support from Stonewall trained staff in school.</p>
<p><b>5. Recognising that bullying can affect anyone, not just those who are or will grow up to be LGBTQ+</b></p>	<p>- Two training Stonewall sessions, with on-going support from Stonewall trained staff in school.</p>
<p><b>6. Investigating training for staff in how to deal with homophobic/bi-phobic/transphobic bullying</b></p>	<p>- Two training Stonewall sessions</p> <p>- Key staff in school to support staff in dealing with homophobic bullying and language</p>

<b>7. Training teachers to help fix issues</b>	<ul style="list-style-type: none"> <li>- Two training Stonewall sessions</li> <li>-Script produced for staff to use when dealing with homophobic language</li> </ul>
<b>8. Equipping teachers to deal effectively and sensitively with homophobic language</b>	<ul style="list-style-type: none"> <li>- Two training Stonewall sessions</li> <li>-Script produced for staff to use when dealing with homophobic language, support from key staff in school.</li> </ul> <p>Over a four year period 50 incidents of homophobic language reported and addressed. Mainly addressed through use of script by behaviour lead or class teacher. Only one pupil in the 2017-21 cycle needed to work with The Welfare Team for repeated use of homophobic language.</p>
<b>9. Ensuring that all staff know that homophobia will not be tolerated from any member of staff or parents/carer within the school.</b>	<ul style="list-style-type: none"> <li>- Training delivered to group of Governors</li> <li>-Large meeting with parents outlining Relationship Education and sending a message of non tolerance of homophobic behaviour</li> <li>- Workshops for parents around Relationship Education and how it relates to British values</li> </ul>
<b>10. Adopting a whole school wide approach which will provide staff with guidance on how to deal with homophobia in school</b>	<ul style="list-style-type: none"> <li>- Script provided to support in dealing with homophobic language</li> </ul>
<b>11. Gaining a clear view of the current state of homophobic behaviours and their impact on pupil achievement and school performance.</b>	<ul style="list-style-type: none"> <li>- Two training Stonewall sessions covering national research and statistics.</li> <li>- The findings of the following reports discussed with staff and implications for teaching discussed: The Teachers Report Stonewall 2014, National LGBT Survey 2018, Growing Up LGBT+ 2021, Metro Youth Chances 2014.</li> </ul>