

GUIDANCE REGARDING HOMOPHOBIC / BIPHOBIC / TRANSPHOBIC LANGUAGE

As an Academy, we have noticed that homophobic terms such as “you’re gay” and “you faggott” have become more commonplace within contemporary youth culture. As an inclusive Academy and one which prides itself in ensuring that ‘everyone achieves’, we believe we must make a stance against such language.

We believe that whilst such language is fundamentally wrong that many of our students, who use such terms, are not aware of the connotations of such language and are in need of guidance. During 2014/2015, all students attended an assembly which discussed the use of homophobic language. The assembly highlighted the offensive nature of such language and why it will not be tolerated within our school community. Alongside the assembly, the following steps are being taken:

- Establishment of a student focus group to create additional training for staff and students
- Display board in the courtyard to promote equal rights and equality
- The Bulwell Academy to continue to work alongside Base 51 to celebrate the sexual orientation of all students and promote tolerance.
- Students to be able to speak to a member of staff in confidence from 15:15 – 16:00 each Tuesday and Thursday
- Explore ways in which to develop opportunities to discuss equality within the curriculum as well as celebrate Lesbian, Gay, Bisexual, Trans History Month each February.

Sanctions

For those students who despite the measures taken continue to use such language, the following sanction system has been developed:

Stage 1

- 20 minute after school detention

Stage 2

- 30 minute after school detention
- Letter home
- Compulsory attendance at after school awareness session

Stage 3

- 30 minute after school detention
- Parent meeting with Vice Principal for Inclusion and Senior Responsibility Worker

Stage 4 - For repeated serious offences

- Internal Exclusion / Tiered Exclusion
 - Parent meeting with Vice Principal for Inclusion and Senior Responsibility Worker
- Referral to the Police authority

Stage 5

- Fixed term exclusion
- Parent meeting with the Principal and School Governor to review school place