

DL3: School evaluation form for governors preventing and responding to homophobic bullying

Objective	Example of progress	Your school's activity
<p>Acknowledging homophobic bullying. Governors set the ethos of the school. They should alert the head teacher to the issue of homophobic bullying and make recommendations about how to include it in bullying strategies.</p>	<ul style="list-style-type: none"> • Governors discuss and understand that homophobic bullying is a prolific form of bullying. • Governors recognise that they have a legal responsibility to protect pupils from homophobic bullying. • Governors make recommendations to the head teacher that homophobic bullying should be included in the statement of principles. 	
<p>Developing policies Governors should ensure that homophobic bullying is included in anti-bullying policies and related policies and procedures.</p>	<ul style="list-style-type: none"> • Homophobic bullying is included in the anti-bullying policy. • Governors have examined other policies, practices and procedures to see where strategies to prevent homophobic bullying could be introduced. 	
<p>Promoting an ethos Governors have a leadership role in the school. They should demonstrate to other members of the community that homophobic bullying is important and respect for others regardless of sexual orientation is integral to school culture.</p>	<ul style="list-style-type: none"> • Governors explicitly support the head teacher in taking steps to prevent homophobic bullying. • People from all backgrounds can make a valuable contribution as school governors. This includes 	

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<p>Promoting an ethos ... continued</p>	<p>lesbian and gay people. All those responsible for appointing governors should do so on the basis of their ability to be effective governors irrespective of their background.</p> <ul style="list-style-type: none"> • Governors ensure that age-appropriate messages are sent to current and prospective pupils and parents via prospectus, letters home, policies and agreements. 	
<p>Addressing staff needs Staff need to know that governors, and the management team at a school will be supportive if they intervene in incidents of homophobic bullying. They also need to know that they will be protected from homophobic bullying, and feel that they have the necessary skills to support young people.</p>	<ul style="list-style-type: none"> • Staff know that they will be supported if they take action to respond to and prevent homophobic bullying. • Steps are taken to ensure staff are recruited fairly. • Staff understand that they will be supported if they experience homophobic bullying. • Training programmes have been developed for staff. 	
<p>Consultation Governors have a responsibility to ensure that all staff (including unpaid staff), pupils, parents and families are aware of any changes in policies. Effective consultation will help when any changes come into effect.</p>	<ul style="list-style-type: none"> • The school has developed a system for anonymous and confidential feedback from parents. • Governors engage and involve student councils in the work, and have developed other mechanisms for all pupils to feed in to proposals. • Governors are able to explain to parents why they are doing this work. 	

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<p>Assessing the extent of homophobic bullying Understanding the nature and extent of a problem will help shape mechanisms for preventing and responding to homophobic bullying.</p>	<ul style="list-style-type: none"> • Anonymous staff and student feedback forms include questions on homophobic bullying. • Existing mechanisms (such as bullying boxes) include provisions for homophobic bullying. 	
<p>Recording incidents Mechanisms exist to record bullying incidents, and categorise them depending on the nature of the incident. These systems should include homophobic bullying.</p>	<ul style="list-style-type: none"> • Governors have evaluated how other methods of data collection (such as incident logs) can be extended to include homophobic bullying. • Governors have explored other ways of collecting data if existing mechanisms are not appropriate. 	
<p>Conducting audits Systematically reviewing every policy, practice and procedure (including curriculum) and evaluating whether steps can be taken to prevent homophobic bullying and raise awareness about it.</p>	<ul style="list-style-type: none"> • Governors have encouraged the head teacher to identify age-appropriate opportunities in the curriculum to discuss homophobic bullying. • Head teachers have identified other opportunities such as tutor group time. 	
<p>Evaluation of data Evaluating the data received from anonymous surveys, existing bullying reporting methods, and recording systems will help the school have a better idea about the nature and extent of homophobic bullying.</p>	<ul style="list-style-type: none"> • Governors and head teachers have examined data and established when and in what context homophobic bullying occurs. • Governors have identified which groups experience bullying and when certain groups are particularly affected. 	

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<p>Evaluation of data ...continued</p>	<ul style="list-style-type: none"> • Governors and the head teacher have identified next steps. 	
<p>Celebrating achievements Preventing homophobic bullying takes time but acknowledging progress helps those involved, stay involved.</p>	<ul style="list-style-type: none"> • Governors have informed parents and families about the results of audits, and indicated next steps. • Governors and head teachers have informed local authorities about successful strategies. • Members of the community, such as the local police, have been invited to be involved in the work programme. 	
<p>Managing complaints and compliments Complaints provide invaluable information about the nature of homophobic bullying in schools, and give further information about where things are going wrong. Governors have a responsibility to hear and judge any complaints, including those that relate to decisions about exclusion. This will form part of the school's required overall complaints procedure.</p>	<ul style="list-style-type: none"> • Parents, families, pupils and staff feel able to make complaints about homophobic bullying. • The chair of governors has ensured that all governors are able to hear cases fairly and without prejudice. 	