

DL7: Steps for staff development

Do all staff understand the purpose of the anti-bullying policy and their responsibilities?

Yes

No

Staff will not be able to prevent homophobic bullying if they do not understand the general policies about bullying.

Do staff understand, feel motivated and confident that they can intervene to prevent homophobic bullying?

Yes

No

If staff lack confidence in responding to incidents of homophobic bullying, they are likely to let incidents go without intervening.

Do staff know how to talk to young people experiencing homophobic bullying?
Have they been trained to respond appropriately to young people in secondary schools who are lesbian, gay or bisexual?

Yes

No

If a staff member responds inappropriately to a pupil the pupil will feel unsupported and will be unlikely to report any future incidents.

Do staff know how to support pupils who are experiencing homophobic bullying but are not gay? Do they understand that this may require a different response?

Yes

No

A pupil may not tell anyone they are experiencing homophobic bullying if they think the teacher will think they are gay. Staff need to be trained to ask sensitive questions.

Are all staff, including student teachers and unpaid staff, aware that homophobic bullying is unacceptable in school and that they should intervene?

Yes

No

Staff often lack confidence about intervening in cases of homophobic bullying. All new staff need to be explicitly told they should intervene, and know how to do this.

Do all staff feel protected from homophobic bullying and know that they will have the full support of the leadership team if they experience it?

No

Staff who do not feel safe at school will not want to stay, and will not be as effective in the classroom. Staff need to know that they are supported, even if they are gay.

For more on available training see the Resources section.