



## Muswell Hill Script for staff to use when encountering homophobic comments:

School Script - example responses to homophobic, biphobic or transphobic bullying.

### Establish understanding

'Do you know what that word means?'

'What do you mean by "that's so gay"?''

'What do you mean by saying he kicks like a girl?'

'Do you understand why it is wrong/ hurtful to use that word?'

### Explain Meaning (Use child-friendly language on next page to support answers)

'Gay/lesbian/bi-sexual/trans is a word we use to describe love between people (or happiness), not a nasty word to use against people.'

It doesn't mean rubbish - it's good to learn the true meaning of words we use.

'We don't use gay/lesbian/bisexual/trans as an insult because it may make people think that being gay/lesbian/ bisexual/ trans is a bad thing.'

### Use Empathy

'How do you think you would feel if someone called you names like that?' 'That language is really hurtful/unkind to me and others.' 'It is really disappointing to hear you use language that makes other people feel bad.'

### Challenge Directly

'You know that that language is absolutely unacceptable.'

'Why are you saying that word?'

'How can a pair of trainers be gay?'

'If you mean rubbish, you should use the word rubbish.'

### Links to school ethos and policy

'We are a rights respecting school. In this school we don't use language like that. We are kind, respectful and caring to everyone.'

'It's important that everyone can be themselves.'

'We are all unique and deserve to be respected/ valued/ loved by others.'

'We do not pick on people because of the way they look.'

'We celebrate our differences with pride and unapologetically.'

"Article 2 tells us that everybody deserves their rights and that is what we strive for in this school."

*These scripts can also be used to develop role play lessons for pupils, as well as staff, to gain confidence in challenging discriminatory language in a way that is positive and safe.*

### Muswell Hill Primary School Golden Values

**We are gentle** – we show **respect** and **integrity**      **We are kind** – we show **respect**, **integrity** and **resilience**

**We are honest** – we show **integrity**

**We listen** – we show **respect**, **curiosity** and **creativity**

**We look after property** –we show **respect** and **integrity**

**We work hard** – **creativity**, **curiosity**, **respect** and **resilience**

## **Child-friendly explanations**

**Gender** (is this sex rather than gender ... gender being determined by societal norms/performative?)

Babies are given a gender when they are born, for example 'male' or 'female', 'boy' or 'girl'.

### **Gender Identity**

Everyone has a gender identity. This is the gender they feel they are. This might be the same gender they were given as a baby, but it might not. They might feel like they are a different gender, or they might not feel like a girl or a boy.

### **Trans**

Trans is a word that describes people who feel the gender they were given as a baby does not match the gender they feel themselves to be. For example, someone who is given the gender 'boy' as a baby, feels like a girl.

### **Straight or heterosexual**

A straight or heterosexual person is someone who falls in love with, or want to have a relationship or partnership with, people who are the opposite gender to them. For example, a man who is in a relationship with a woman, or a boy who is in love with a girl.

### **Gay**

The word gay refers to someone who falls in love with, or wants to have a relationship or partnership with, people who are the same gender as them. For example, a man who loves another man or a woman who loves another woman, those includes two mums and two dads.

### **Lesbian**

Lesbian is a word to describe a woman who falls in love with, or wants to have a relationship or partnership with, other women. For example a girl who is in love with another girl or two mums who are in love with each other.

### **Bisexual**

Bisexual is the word to describe someone who falls in love with, or wants to have a relationship with someone of the same gender as them or with someone of a different gender to them. A bisexual person might say that the gender of the person they fall in love with doesn't matter to them.

*People may use words such as boyfriend, girlfriend, husband, wife or partner to describe the person they are in love with or in a relationship with.*