

Staff Survey on Homophobia (PH)

1. Staff Survey on Homophobia

This survey is totally confidential. We will never know who filled in the form so you can answer all the questions to truthfully reflect your beliefs.

Homophobia is a fear or a dislike of people who are lesbian, gay or bisexual (LGB). It can vary in intensity from passive resentment to active victimisation. It can affect anyone who is thought to be lesbian, gay or bisexual, or whose parents/carers or family members are LGB, or who do not conform to stereotypical masculine or feminine behaviour or who may simply be seen as different. One example of homophobia is using the word 'gay' to describe something negative.

Homophobic bullying is a particular type of bullying. It can be calling someone names, sending abusive texts, or teasing someone in an unpleasant way or being violent to someone. The person doing it may use words like poof, queer, lezzie, dyke, faggot, batty man. They may also use the word 'gay' to describe something that they don't like or something that they think is stupid or to bully someone.

Remember, you DO NOT have to be gay, lesbian or bisexual to experience homophobia or homophobic bullying. Someone may say these things to you to be unpleasant even though you aren't gay or lesbian.

1. Have you witnessed any pupil/student being homophobicly bullied by other pupils/students at your school in the last six months?

- No
- Yes once
- 2-5 times
- 6-10 times
- More than 10 times

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2. If you witnessed a pupil/student being homophobicly bullied please tell us what you did? (tick as many as you need)

- I did nothing
- I told the person who was doing the bullying to stop it
- I agreed with the point of view of the person doing the bullying
- I told another member of staff
- I spoke to the person doing the bullying
- I spoke to the student being bullied to check if they were ok
- I referred those involved to another member of staff
- I recorded the incident

Other (please specify)

3. Have you witnessed a member of staff being homophobicly bullied by pupils/students in the last six months?

- No
- Yes

4. If you witnessed a member of staff being homophobicly bullied please tell us what you did? (tick as many as you need)

- I did nothing
- I told the person doing the bullying to stop it
- I agreed with the point of view of the person doing the bullying
- I told another member of staff
- I spoke to the person doing the bullying
- I spoke to the person being bullied to check if they were OK
- I referred those involved to another member of staff
- I recorded the incident

Other (please specify)

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5. Have you been homophobicly bullied in your current workplace?

- No
- Yes

6. If you have been homophobicly bullied, was it by:

- A pupil/student
- A member of the teaching staff
- Other staff

Other (please specify)

7. If you have been homophobicly bullied in your school please tell us what you did:

8. During the academic year have you heard the term 'gay' being used in a negative manner in school by pupils/students?

- Never
- Once a day
- Once a week
- Once a month

9. During the academic year have you heard the term 'gay' being used in a negative manner in the school by staff:

- Never
- Once a day
- Once a week
- Once a month

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10. How confident are you to tackle homophobic language and comments?

Extremely
Confident

Very Confident

Confident

Quite Confident

Not Confident

Confidence

11. If you heard the term 'gay' being used negatively what did you do?

- Nothing
- Told the person to stop
- Opened discussion with pupils/students
- Disciplined the person
- Referred those involved to another member of staff
- Recorded the incident

Other (please specify)

12. Have you seen any evidence of the impact of homophobia?

- Amongst pupils/students
- Amongst staff

Please give details

13. Do you think that any pupils/students may be reluctant to come to school because of homophobic bullying?

- No
- Yes

14. Do you think that there are any pupils/students who have not come to school because of homophobic bullying?

- No
- Yes

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15. Is tackling homophobia included in any school policies?

- Yes
- No
- Don't know

Other (please specify)

16. Does your school have any support materials to tackle/address homophobic bullying?

- Yes
- No
- Don't know

If you have answered yes please give details

17. In the last year has homophobia been discussed in:

	Yes	No	Don't know
Lessons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assembly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At other times	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please give details

18. In the last year have same sex relationships been discussed in:

	Yes	No	Don't know
Lessons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assembly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At other times	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please give details

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19. Is preventing homophobic bullying in your school an issue of concern to you?

	No Concern	Not Much Concern	Some Concern	Great Concern
Homophobic bullying by students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homophobic bullying by staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. How safe and inclusive do you think your school is for someone who is lesbian, gay or bisexual?

	Very Safe & Inclusive	Quite Safe & Inclusive	Not Very Safe or Inclusive	Dangerous & Excluding
Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Would you find it easy to talk to colleagues about lesbian, gay or bisexual issues such as civil partnerships, gay adoption, lesbian or gay parents?

	Very Difficult	A Bit Difficult	Quite Easy	Very Easy
Talking to colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Would you find it easy to talk to pupils/students about lesbian, gay or bisexual issues such as civil partnerships, gay adoption, lesbian or gay parents?

	Very Difficult	A Bit Difficult	Quite Easy	Very Easy
Talking to pupils/students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. I believe it is OK for members of staff to be openly lesbian, gay or bisexual

	Agree Completely	Agree	Not Sure	Disagree	Disagree Completely
Members of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. I believe the majority of staff in this school believe it is OK for members of staff to be openly lesbian, gay or bisexual

	Agree Completely	Agree	Not Sure	Disagree	Disagree Completely
Open to staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open to pupils/students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open to parents/carers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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25. I believe the majority of parents and carers in this school believe it is OK for members of staff to be openly lesbian, gay or bisexual

	Agree Completely	Agree	Not Sure	Disagree	Disagree Completely
Open to staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open to pupils/students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open to parents/carers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Do you believe staff have a role in tackling homophobic bullying in schools?

- Yes
- No
- Don't know

27. Do you believe homophobic bullying is currently an issue in your school?

- Yes
- No
- Don't know

28. Do you believe staff have a role to include information in their teaching about the lives and experiences of lesbian, gay or bisexual people?

- Yes
- No
- Don't know

29. How comfortable would you feel if a pupil/student tried to discuss with you their being lesbian or gay?

	Very Uncomfortable	Neither	Very Comfortable
Comfort level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Do you have information about local LGB support services for young people?

- Yes
- No

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31. Would you like training on any of the following topics?

- Basic awareness
- Tackling homophobia with pupils/students
- Talking to pupils/students about lesbian/gay issues
- The law
- Talking to parents/carers
- Creating a supportive, inclusive environment
- Resources

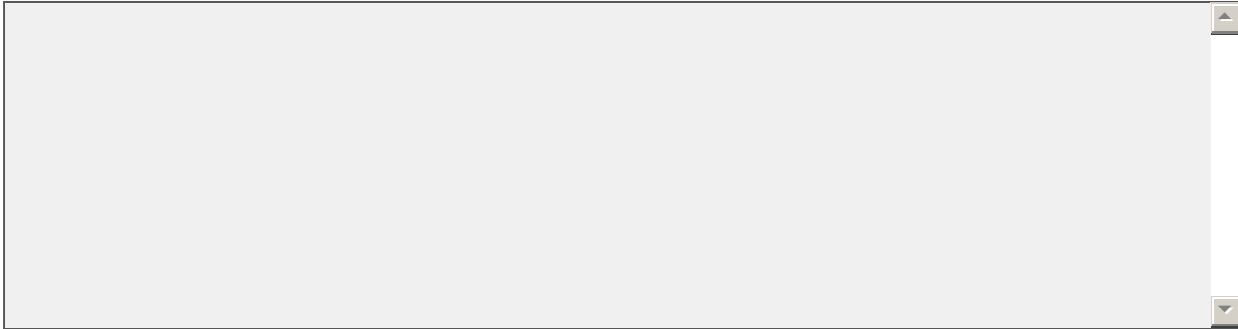
Other (please specify)

32. Can you tell us what you or your department are doing or plan to do to challenge homophobia?

33. What do you think can be done to create a safer more inclusive environment in school for lesbian, gay and bisexual pupils/students, staff, parents and carers in this school?

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34. Anything else you'd like to say regarding homophobia in schools, or anything else you would like to expand upon in terms of lesbian, gay and bisexual issues in schools?



35. Are you a member of:

- Teaching staff
- Management staff
- Support staff

Thank you for completing this form. Your answers are CONFIDENTIAL.