



**Ramsden Hall  
Academy**

## **ANTI-DISCRIMINATION POLICY**

### **Ramsden Hall Academy**

<b>LAST REVIEW NEXT</b>	<b>February 2022</b>	<b>REVIEW PERIOD</b>	<b>3 yearly</b>
<b>NEXT REVIEW DATE</b>	<b>February 2025</b>	<b>OWNER</b>	<b>Alan Wells</b>

**Named staff with designated responsibility for anti-bullying and contact details:**

<b>Academic Year</b>	<b>Designated Senior Person</b>	<b>Deputy designated senior person</b>	<b>Nominated CP Governor</b>	<b>Chair of Governors</b>	<b>Local Authority Designated Officer</b>
<b>2021/22</b>	<b>A Wells</b>	<b>C Parker</b>	<b>J Oldham</b>	<b>M Hall</b>	<b>C Fuller R Scott</b>
<b>2022/23</b>					
<b>2023/24</b>					
<b>2024/25</b>					

## **Anti-Discrimination Policy**

Pupils placed at Ramsden Hall Academy commonly have a history of being unkind or verbally aggressive towards other pupils. A number of pupils placed with us have history of being the victim of unkind treatment from other pupils also. Our pupils often as a defensive mechanism identify or pick on the things that people find most personal and/or hurtful without always thinking of the consequences.

We recognise that relationships at schools similar to ours can lead to pupils quickly being involved in physical incidents. We endeavour through high levels of supervision that adults are constantly intervening and diffusing situations as and when they occur.

Nevertheless, there is a small core of pupils who resort to discriminatory behaviour. We recognise that pupils must be worked with and their discriminatory behaviour and derogatory language must be addressed. We have a duty of care to all of our pupils to where possible protect pupils from incidents of repeated negative behaviour and to ensure where required that victims of discrimination feel safe and supported.

### **Ramsden Hall Academy Definition of Discrimination**

Discrimination is the practice of treating one person or group of people less fairly or less well than other people or groups. Discrimination bullying is the repeated and/or intentional behaviour that causes physical or emotional harm to an individual or group that is targeted based on their:

- Race
- Religion or Belief
- Culture
- Social Class or Socio-economic background
- Gender
- Sexual Orientation (homophobic or biphobia)
- Trans identity, Non-binary identity (transphobic)
- Special Educational Needs or Disability

### **Derogatory language**

Derogatory or offensive language is not acceptable. This type of language can take any of the forms of discrimination as listed in our definition of discrimination and discriminatory bullying. It will be challenged by staff, and recorded and monitored on Sleuth. Follow up actions and sanctions, if appropriate, will be taken for pupils found using any such language. Staff are also encouraged to record the casual use of derogatory language using Sleuth as low and medium level behaviours

### **Curriculum and Training**

Within the curriculum, the impact of 'Discrimination' is addressed within specific subjects such as English, Life skills and Ready to Learn.

Additionally, Discrimination is addressed within Tutor/Mentor periods and for those pupils accessing the 24hr curriculum within the residential provision also.

As a school we further raise awareness and take action against discrimination through participation in whole school events such as Black History Month, pupil voice/listening surgeries and by conducting a pupil questionnaire annually

Staff receive a full induction and in-house training in both the procedures following incidents of potential discrimination and methods for addressing discriminatory type behaviours. The practice of these procedures is closely monitored by the Head teacher, Deputy Head Teacher, Behaviour Co-ordinator and the Designated Safeguarding Lead.

### Useful Links and Educational Resources

[Show Racism the Red Card](#) provides resources and workshops for schools to educate young people, often using the high profile of football about racism

[Anne Frank Trust](#) runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity

[Kick It Out](#) uses the appeal of football to educate young people about racism and provide education packs for schools

### Ramsden Hall Discrimination Procedures (5 Stages)

IMMEDIATE ACTION
<ul style="list-style-type: none"><li>➤ Incidents of discriminatory behaviour or derogatory language are logged on Sleuth. Logs clearly identify both victims and perpetrators</li><li>➤ Tutors to review logs of low and medium level behaviours daily and notify behaviour co-ordinator using the following form (<a href="#">T:\Discrimination Forms\Discrimination Record.docx</a>) if necessary, having read the RHA bullying definition.</li><li>➤ Form Passed to Behaviour Co-ordinator</li></ul> <p>Additionally</p> <ul style="list-style-type: none"><li>➤ The Behaviour Co-ordinator will review sleuth victim and perpetrator logs weekly to further identify any concerns and complete the Discrimination form (<a href="#">T:\Discrimination Forms\Discrimination Record.docx</a>)</li></ul> <p>Staff are also encouraged</p> <ul style="list-style-type: none"><li>➤ to directly refer any incidents they feel constitutes discrimination directly to the behaviour co-ordinator using the Discrimination form (<a href="#">T:\Discrimination Forms\Discrimination Record.docx</a>)</li></ul>



## **INITIAL REACTION** Stage 1

- Review of all previous Sleuth logs
- Conversation with students involved (perpetrators and victims) conducted by Behaviour Co-ordinator
- All parents/Carers informed
- Restorative meeting held with both parties (if appropriate) and recorded
  - What happened?
  - What were/are your thoughts and feelings?
  - What was the impact to those involved?
  - Who has been affected and how?
  - What needs to happen to put things right?
  - What will be done differently in the future?
- Head Teacher updated



## **VICTIM REVIEW** Stage 2

- Review with Victim, identify any further concerns
- Complete form
- Issue/amend victim safety plan if necessary
- Inform Parents/Carers
- Inform Staff



## **PERPETRATOR REVIEW** Stage 3

- Review previous data - discriminatory behaviour/derogatory language
- Evoke a period of regular data monitoring
- Possible restriction to activities with victim (Victim Choice)
- Possible curriculum/class changes
- Inform Parents/Carers
- Inform Staff
- Head Teacher updated
- Changes reviewed fortnightly



Further incidents following this stage may lead to stage 4 below.

### **FURTHER PERPERTRATOR ACTIONS** Stage 4

- Parent/Carer meeting on site with Head Teacher or member of SLT
- Proactive Consequence (Relevant discrimination Info leaflet sent home, reflection of the incident with Behaviour Co-ordinator)
- Protective consequences in place i.e. Student not being allowed off site)
- Educational Consequence (Student shown video clips, restorative discussion, review of Sleuth)
- 1 to 1 workshops - Anger management, social skills, relationships, body language etc.
- Parental meeting with member of SLT/Headteacher
- Formal written warning from Headteacher



Further incidents following this stage may lead stage 5 below.

### **EXTERNAL PERPERTRATOR ACTIONS** Stage 5

- Fixed Term or Permanent Exclusion
- Parent/Carer meeting on site with School Governor
- Police Intervention/PREVENT
- Referral to external agencies