

Background and Key definitions

1 Prejudicial Language and Behaviour is defined as words or actions based on preconceived opinion, that is not based on reason or actual experience. For example, not liking someone because of the colour of their skin.

An incident of prejudicial language and behaviour is *any* incident which is perceived to be prejudice related by the victim or any other person. This definition includes all incidents related to the Protected characteristics set out in The Equalities Act 2010.

Protected Characteristics

2 Protected characteristics is term used in The Equalities Act 2010 to refer to aspects of an individual's identity.

The 9 protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity.
- Race
- Religion or belief
- Sex
- Sexual orientation

Any incident in which there is perceived less favourable treatment of a person can be unlawful under The Equalities Act 2010.

What does this mean to us as Freemantle Academy?

3 At Freemantle we will not tolerate any incidents of prejudicial language or behaviour. We need to ensure that any incidents are clearly recorded on cpoms, along with actions and outcomes. This enables monitoring to identify any patterns in behaviour and also informs of any interventions or targeted work that needs to be done with either pupils or staff.

Clear recording of incidents and actions promotes that we are providing a safe environment for both staff and pupils. This also demonstrates a positive ethos where 'Everyone is Welcome' and valued and prejudice and discrimination are not accepted.

What do I need to do?

- 7**
- We are role models for our children and key in promoting a safe and positive ethos where everyone is welcome. We need to set a good example in our attitudes and behaviours.
 - Remember – an incident of PLAB is any incident in which the victim or another person **perceives** to be prejudice. Therefore, all incidents need to be dealt with appropriately and sensitively.
 - Record all incidents with clear actions and outcomes to ensure that they can be monitored. Remember that this information is vital in identifying learning opportunities for staff and children.
 - Don't be worried about asking for help. The DSL's are here to support and guide with any specific incidents.

What are doing at Freemantle to ensure that we are supporting and safeguarding our children?

6 **Proactive:** We are taking preventative action to reduce the likelihood of such incidents occurring, including a curriculum which celebrates diversity and difference. We recognise the wider implications of such incidents for the Academy and local community.

Reactive: clearly identifying and recording prejudice-based incidents/actions/outcomes to monitor the frequency and nature of them. This information is also shared with our Directors. We deal with perpetrators of prejudice-based incidents efficiently and effectively. This also means ensuring that any learning opportunities are fully utilised. We also support victims of prejudice-based incidents with the hope of minimising the impact and promoting a positive ethos.

What might a prejudice related incident look like?

4 As incidents are any incidents perceived to be prejudice, this can vary. This may also vary across our school dependent on the age and stage of the child.

Incidents could take the form of:

- Prejudicial language
- Ridicule and jokes
- Verbal abuse
- Physical assault
- Graffiti or damage to property
- Discriminatory behaviour
- Cyber bullying.

Impact of Prejudicial Language and Behaviour.

5 We know that any form of bullying can have a detrimental effect on the Mental Health and Wellbeing of the targeted person. However, a PLAB related incident has a wider impact, due to the incident being an attack on that person as a representative of a community or group. For example: A child refusing to be someone's learning partner due to the colour of their skin. This not only impacts the one child, it creates and spreads a hostile environment for anyone that shares the same protected characteristic.

If prejudicial language and behaviour is left unchecked it can lead the perpetrator (who already may feel entitled to have this view) to believe that this is acceptable. This can then develop into deeper intolerance and inability to accept diversity.



Freemantle C of E Community Academy