



BEECHEN CLIFF

Equalities Incident Protocol, January 2022

Beechen Cliff's Equalities Incident Protocol was first put in place in January 2019. Since this time, the school's work on Equalities has developed extensively (see Equalities Review, December 2021). The Protocol has therefore been updated for January 2022.

Our aim is to educate pupils and students to be tolerant, respectful British citizens and to continue our zero approach tolerance towards any form of behaviour that is discriminatory or a form of harassment (for definitions see below).

When an equalities incident occurs:

- Staff member provides **victim** immediate support and reassurance and takes action to safeguard them;
- Staff member challenges the responsible pupil, starting by exploring the language/behaviour;
- Staff member reports the incident on PARS as 'Information only' selecting which pupil is responsible and protected characteristic were involved (see Discrimination Tab). They refer to the Head of House(s) and describe the language/behaviour of pupil(s) and actions taken;
- Head of House reviews incident, gathering more information/statements if required, and discusses with Deputy Headteacher, and Headteacher for serious equality incidents;
- Head of House contacts parents of victim and responsible pupil;
- Head of House agrees support required for victim, carefully assessing the impact it has had on them, and the sanction and training for responsible pupil. If the responsible pupil has had previous incidents, the sanction and training may be escalated to a higher level. Sanctions for a first incident are likely to start at least with a Headteacher's Detention.

Following multiple incidents, or in event of one serious incident:

- All of the above to take place;
- In addition, Deputy Head and Headteacher to review the incident against BANES Serious Equality Incident criteria (see below) and use a BANES Serious Incident Reporting Form if required. If the incident, or multiple incidents, meet the BANES criteria, sanctions are likely to be higher, including exclusion, and are reported to BANES; and
- In addition, DSL meets parents of victim and responsible pupil and follow-up meeting in writing.

Incidents are Quality Assured through Safeguarding Team Meetings.

See over for additional information.



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Additional Information

Protected Characteristics

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

UK Government definitions of discrimination and harassment

- Direct discrimination - treating someone with a protected characteristic less favourably than others;
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them; and
- Victimisation - treating someone unfairly because they've complained about discrimination or harassment.

BANES Criteria for Serious Incident

- The incident appears to be motivated out of a deliberate attempt to cause hurt or distress to an individual or group;
- The incident appears to be motivated out of a general prejudice or hatred of a group of people based upon a protected characteristic even when there is no apparent immediate 'target'. For example, racist language or terminology being used within an all-white group;
- The incident has had a severe impact upon an individual or group of people (even where the motivation for the incident did not seem to be to cause offence or distress); and
- The incident is not isolated but has happened before, and the person (or people) responsible has continued to behave in an unacceptable manner or use unacceptable terminology in spite of being asked not to do so.

January 2022