



What To Do: Stop-Identify-Teach

One problem area that the school is keen to eradicate completely, is the use of discriminatory / derogatory language used by some students. It was clear from discussions with the year 10 student leaders that although there are some cases where students should be sanctioned immediately for their misuse of language (particularly when directly targeted at someone) the real way to tackle derogatory or discriminatory language is through education.

The “S.I.T” approach should be used in lessons and around school when colleagues hear a discriminatory word used but not aimed at a student directly.

How does it work?

Stop – The teacher stops the lesson immediately and explains to the class that they have heard a discriminatory / derogatory word being used.	<i>“Ok stop everyone. I have just heard a word in this lesson that is not acceptable. It is a discriminatory word that is incredibly offensive.”</i>
Identify – the teacher highlights what the word is.	<i>“I have heard the X word being used.”</i> (Colleagues should not repeat the slur)
Teach – the teacher educates the students about who the offensive word is targeted against, and (where appropriate) the etymology of the word and <i>why</i> it is so offensive. Where has it come from? How has it changed over time? The glossary will support teachers with this.	<i>“This word is discriminatory / derogatory because...”</i>

At the end of the lesson, the teacher should speak to the student independently and explain that this sort of language is not acceptable and that it will be logged on Arbor and MyConcern. The Head of Year should then contact parents.

The school has a live glossary of slurs that is regularly being updated in order to support staff.

Targeted use of discriminatory language

There may be cases where a colleague hears discriminatory / derogatory language being used maliciously towards another student. If this language is targeted, then that student must be sent to reflection room immediately. They cannot remain in the lesson. The class should have the SIT discussion after the student is removed. Follow up with the individual student will be by the Head of Year / or member of the Senior Leadership team.