



### 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?

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| <p><b>Stop</b> – The teacher stops the lesson immediately and explains to the class that they have heard a discriminatory / derogatory word being used.</p>   | <p><b>“Ok stop everyone. I have just heard a word/phrase in this lesson that is not acceptable.”</b></p>   |
| <p><b>Identify</b> – the teacher highlights what the word is.</p>   | <p><b>“I have heard the X word being used.”</b><br/>Identify the word/phrase, if possible, without re-speaking it.</p>   |
| <p><b>Teach</b> – the teacher educates the students about who the offensive word is targeted against, and (where appropriate) the etymology of the word and why it is so offensive. Where has it come from? How has it changed over time? The glossary will support teachers with this.</p> | <p><b>“This word is discriminatory / derogatory because...” “Now you know why this language is unacceptable, lets return to our lesson.”</b><br/>If you don’t know the reasons/etymology, simply challenge the use of the language, and then return to the lesson. Once you have found out more, talk to the student involved to explain why you stopped the lesson.</p> |

### Examples:

You hear someone talking about alpha and beta males: *“Ok, stop everyone. I have just heard a phrase that is unacceptable. I have just heard a few boys talking about who is alpha and who is beta. This phrase is problematic because it is related to a point of view of the world which promotes divisive and offensive views about the role of men and women in society. Now you know why this language is unacceptable, lets return to our lesson.”*

You hear someone using a derogatory term about someone who is a traveller: *“Ok, stop everyone. I have just heard a phrase that is unacceptable. I have heard a term, beginning with P, which is racist about the traveller community. It is thought to either come from the word pike, which is an old English word for highway, or from the old word Pikka which means to steal. Now you know why this language is unacceptable, lets return to our lesson.”*

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.