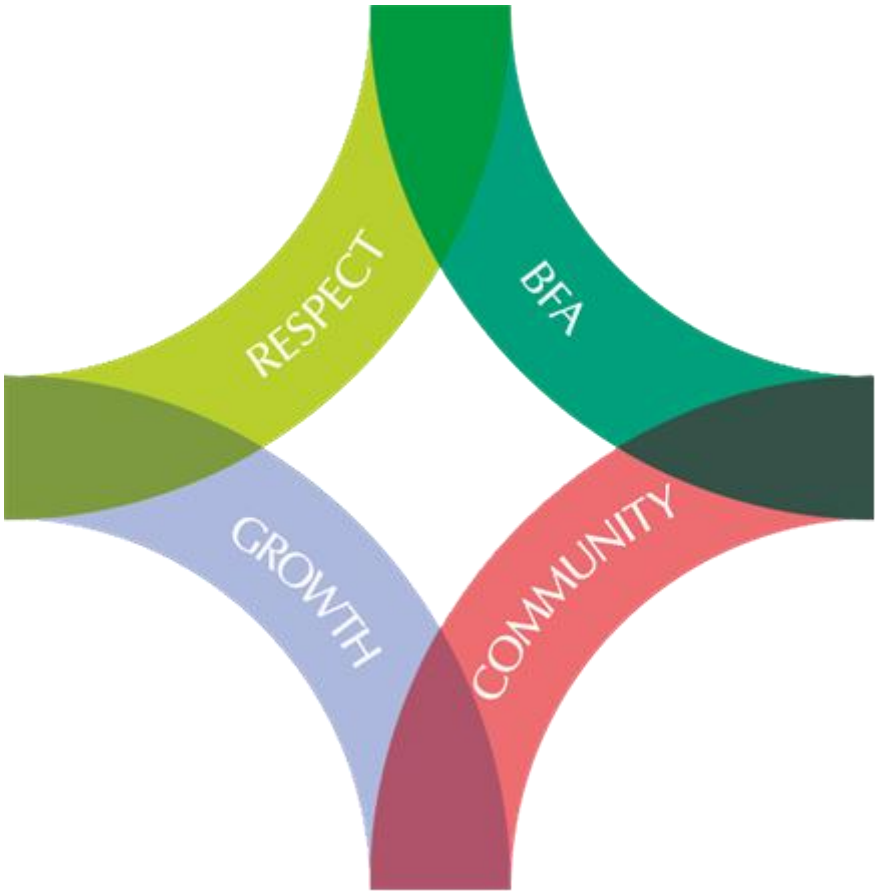
Derogatory Language Policy

Bradford Forster Academy strives to provide inspirational education for all students irrespective of their background or experience. Through exposure to outstanding teaching, the expectation of exemplary behaviour, and a consistent focus on building resilience, we aim to prepare all students with the skills and characteristics required to thrive personally, professionally and within society.

We strive to reflect our academy Christian values of respect, growth, and community whilst following our strapline of ***'Everything is possible for one who believes'*** Mark 9:23.



What is derogatory language?

Derogatory language is anything that is said to another to belittle them or make them feel unhappy, or unsafe. Derogatory language is using any negative language towards another person.

BFA Response

At Bradford Forster Academy we expect an environment where all are shown respect in order to develop a positive community where all students can thrive and maximise their personal growth.

As part of this all staff monitor carefully for any use of derogatory language and record any incidents on ClassCharts. This is monitored with repeated use of derogatory language activating specific sanctions and monitoring protocols.

Providing Support

The following measures/strategies are implemented to ensure that use of derogatory language is minimal at Bradford Forster Academy, and, at all times, support will be available for the victims of derogatory language through Year Teams.

Sanctions

As with all repeat behaviours at Bradford Forster Academy, the use of derogatory language results in an increased level of sanction.

1st Instance – 40 minute detention and a conversation with the Year Manager.

2nd Instance – 40 minute detention and a conversation with the Year Leader.

3rd Instance – 3 periods in Seclusion and a conversation with the SLT Link for the year group.

4th Instance – 5 periods in Seclusion and a conversation with Assistant Principal – Behaviour, Attitudes and Attendance, Assistant Principal – Personal Development or or Vice Principal – Behaviour and Attitudes.

5th Instance – 5 periods in seclusion and a conversation with the Principal.

Monitoring of Concerns

In addition to the sanctions listed above, repeated use of derogatory language will activate a monitoring period for the student who has used derogatory language at Bradford Forster Academy. This will activate following the 3rd reported instance of derogatory language.

- All reported derogatory language will be reported on ClassCharts for parents/carers to see.

- Following the third instance of derogatory language, a member of the year team will contact home to discuss repeated use of derogatory language and explain the language being used.

- Year Teams will speak to the student involved and inform them of the monitoring process and that their use of language will be closely monitored by staff.

- Year Teams will communicate to wider staff regarding concerns and ask staff to monitor, and record, any further use of derogatory language.

- At the end of the two-week cycle Year Teams will then contact the parent/carer to discuss the findings and review next steps.

Stage 1 – Acknowledgement of the repeated use of derogatory language

- Year Teams will meet, and discuss, with the student who has been repeatedly using derogatory language. Year Teams will explain why this is not acceptable behaviour at Bradford Forster Academy and how it actively works against our community.

- Year Teams will contact parents/carers to discuss their child's use of derogatory language and outline the two-week monitoring that will take place.

- Year Teams will email all staff to inform them of the monitoring, asking them to record any further use of derogatory language in ClassCharts.

- Year Teams will check in with the student during form in the morning during the two-week monitoring cycle to discuss progress in not using derogatory language.

Stage 2 – Update on the use of derogatory language

- Year Teams will contact parents/carers to discuss the progress of their child in not using derogatory language in school after five working days

- If the student has used no derogatory language that week then they are on track to successfully pass their monitoring period.

- If the student has used derogatory language, then they will have completed a day in seclusion and parents will be informed that they need to ensure a successful second week.

Stage 3 – Response to complaint of use of derogatory language

- After the 10 working days of monitoring parents/carers will be updated on whether their child has been successful in not using derogatory language during this time.

- Year Teams will meet with the student and discuss whether they have successfully passed the monitoring period.

- Stage 3 letter posted or emailed to parents to inform them of the outcome of the monitoring period.

If unsuccessful during a two-week monitoring period, the student will move on to the next stage of the derogatory language policy.

- Year Teams will inform parents/carers of an additional two-week monitoring period in which they will continue to monitor the use of derogatory language by the student.

- The student will complete two days in internal suspension prior to the follow up monitoring period.

- The Year Leader will write to parents to inform them of the repeated use of derogatory language and provide an opportunity for the parent/carer to provide feedback.

Stage 4 – Follow up two-week monitoring

- If the student is successful during the follow-up monitoring the Year Leader will make the decision to pass the student and inform parents/carers and will discuss this with the student.

- If the Year Leader decides that the student has been unsuccessful during the follow up two-week monitoring then they will inform parents/carers, meet the student and explain that they will be moving on to SLT link monitoring. The student will also complete two days in internal suspension.

Stage 5 – SLT Link Monitoring Period

- If the student continues to use derogatory language following stages 1 – 4 then they will activate and SLT Link monitoring period.

- The SLT Link for the year group will contact parents/carers and explain that the repeated use of derogatory language is not acceptable at Bradford Forster Academy and that if this continues the student will be placed on an Off-Site Direction to another school. The SLT Link will explain that parents/carers should begin to consider three schools that they would like us to try and secure a place at should this behaviour continue.

- The SLT link will meet with the student to explain that they are at risk of an Off-Site Direction if the behaviour continues and the impact on others of using derogatory language.

- The SLT Link will check in with the student each morning during form to discuss their progress in not using derogatory language.

- The SLT Link will update parents/carers after five working days on the progress of their child in not using derogatory language.

- After ten working days, the SLT link will meet with parents/carers and the student to discuss whether they have successfully passed their monitoring period.

- If successful, the student will end their monitoring period. However, any further instances of derogatory language being used will reactivate the monitoring at stage 5.

- If unsuccessful then the SLT link will record the names of the three schools selected by parents/carers and send this to the Assistant Principal – Behaviour Logistics and Supervision who will explore an Off-Site Direction, if appropriate. The student will also complete a three-day behaviour placement.

Stage 6 – Vice Principal Monitoring Period

- If the student continues to use derogatory language following stage 5 then they will activate a Vice Principal monitoring period.

- The Vice Principal will contact parents/carers and explain that the repeated use of derogatory language is not acceptable at Bradford Forster Academy and that if this continues the student will be placed on an Off-Site Direction to another school.

- The Vice Principal will meet with the student to explain that they will be sent on an Off-Site Direction if the behaviour continues and the impact on others of using derogatory language.

- The Vice Principal will check in with the student each morning during form to discuss their progress in not using derogatory language.

- The Vice Principal will update parents/carers after five working days on the progress of their child in not using derogatory language.

- After ten working days, the Vice Principal will meet with parents/carers and the student to discuss whether they have successfully passed their monitoring period.

- If successful, the student will end their monitoring period. However, any further instances of derogatory language being used will reactivate the monitoring at stage 6.

- If unsuccessful then the Vice Principal will instruct the Assistant Principal – Behaviour Logistics and Supervision to arrange an offsite direction. The student will also complete a five-day behaviour placement.

Stage 7 – Principal Monitoring Period

- If the student continues to use derogatory language following stage 6 then they will activate a Principal monitoring period.

- The Principal will contact parents/carers and explain that the repeated use of derogatory language is not acceptable at Bradford Forster Academy and that if this continues the student will be placed on an Off-Site Direction to another school.

- The Principal will meet with the student to explain that they will be sent on an Off-Site Direction if the behaviour continues and the impact on others of using derogatory language.

- The Principal will check in with the student each morning during form to discuss their progress in not using derogatory language.

- The Principal will update parents/carers after five working days on the progress of their child in not using derogatory language.

- After ten working days, the Principal will meet with parents/carers and the student to discuss whether they have successfully passed their monitoring period.

- If successful, the student will end their monitoring period. However, any further instances of derogatory language being used will reactivate the monitoring at stage 7.

- If unsuccessful then the Principal will instruct the Assistant Principal – Behaviour Logistics and Supervision to arrange an offsite direction. The student will also complete a five-day behaviour placement.