

Equality and Inclusivity at Ormiston Victory Academy

Behaviour and Consequences

Our **first priority** as an academy is always the **health, wellbeing and safety** of our students. Healthy students who feel safe and valued will learn more readily and have better outcomes.

All of our students should be made to feel valued and welcome in the academy. No student should ever worry that they will be made unwelcome based on their race, neurology, ability, gender expression, or sexual orientation.

At Ormiston Victory Academy, we have a zero-tolerance approach to any form of discrimination and take it seriously. We also operate with the core belief that our students are not homophobic, transphobic, racist or hateful, although they may sometimes use harmful words or phrases.

Reasons for students using harmful behaviour at Victory overwhelmingly fall into one of two categories:

1. A student does not fully understand the full meaning behind the words and the harm that they create.
2. A student is angry and wants to shock or offend someone - not out of hate, but out of frustration.
3. A very small number of students may have internalised harmful or hateful attitudes towards those who do not fit within narrow racial, religious or sexuality/gender lines. We acknowledge that these attitudes come from outside influencers and that we must challenge these with both firmness and compassion.

IT IS OUR DUTY TO EDUCATE OUR STUDENTS AND TEACH THEM EMPATHY AND RESPECT FOR OTHERS AS WELL AS THE DIFFERENCES WE HAVE AS A COMMUNITY.

OUR EQUALITY AND INCLUSIVITY PRACTICE ENSURES THE FOLLOWING:

- **Appropriate and immediate consequences** are given for racist, homophobic, transphobic, ableist and misogynistic language and actions.
 - ◆ **Students are immediately removed from lessons** for any use of homophobic, transphobic, ableist, racist or misogynistic slurs in order to ensure that others are able to continue to feel safe.
 - ◆ **Students who use discriminatory language without understanding** the meaning or severity of the language have the opportunity to **learn and become champions** for inclusivity in the academy by educating others.
 - ◆ **Students who deliberately misgender others are immediately removed** from lessons in order to ensure that others are able to continue to feel safe.
 - ◆ **Staff have scripts** to help them navigate these situations in a way that **separates the negative behaviour from the person**.
- **Information** about the meaning, history and harmful impact of discriminatory and hateful language is discussed with students **as part of any consequence** for these actions.
- **Restorative justice conversations** are had with students who would like to resolve interpersonal conflicts following incidents of discrimination.
- **Staff and students are well informed** and given the confidence and knowledge needed to **report and take action** in incidents of discrimination.
- **Student voices** are heard and their concerns **acted upon** to ensure that the academy is safe and welcoming.
- **Students are free to explore their identity** and define who they are and who they want to be as they mature in a safe and supportive environment.