



Hampshire
County Council

Improvement and
Advisory Service

SERVICES FOR SCHOOLS

Pan-Hampshire Prejudicial Language and Behaviour Toolkit for schools

Updated September 2024

Rationale

The PLAB Toolkit for schools was developed in response to an ongoing dialogue with schools in exploring support mechanisms to further support their statutory duties under the Equality Act to eliminate discrimination and foster good relations between those who share a protected characteristic and those who do not.

The Toolkit was designed to address three different elements in responding to prejudicial behaviour;

- To enable schools to record data across a range of protected characteristics more effectively
- To include the voice of Children and Young People (CYP)
- To provide information for parents, carers and the wider community

The Toolkit aims to support schools in tackling prejudicial behaviours in children and young people and to enable them to become more targeted in their response to discriminatory and negative attitudes towards difference.

School communities have a key role to play in developing respect and tolerance for diversity which if fostered in children and young people can contribute to safer communities in the future.

Prejudicial language and behaviour in school settings forms part of the wider narrative of intolerance in society; tackling the problem consistently and effectively in schools will contribute to reducing the stereotypical and negative attitudes which are at the root of discrimination.

Identifying trends will enable schools to better tailor programmes of education and carry out more preventative rather than reactive work.

Thoroughly recording incidents and all the actions taken in response will ensure that staff members and the school are accountable for their actions and will protect staff members and the school if further action is taken.

Monitoring prejudice-related incidents will be a good indicator of how successful strategies to prevent or reduce prejudice have been and identifying trends will enable schools to better tailor programmes of education and carry out more preventative rather than reactive work.

CYP voice is heard and responded to through the survey results which will in turn ensure that they feel valued, and that prejudice and discrimination are not accepted in their school community.

Tracking Tool

The tracking tool allows schools to record incidents which include those defined under the Protected characteristics and the duty of schools to identify any concerns under the Prevent strategy.

The tracking tool enables schools to identify not only the nature of the incident but also the ethnicity and gender of the perpetrator and victim and where the incident took place.

Schools are encouraged to include both immediate and longer- term responses to the incident and to track patterns of behaviour.

Whilst many schools have existing frameworks to record prejudicial incidents, some do not, so the tracking tool is designed to inform existing practice to ensure rigour but also to be used if such frameworks need replacing.

Pupil Voice Survey

The Pupil Voice survey consists of a short series of questions differentiated for primary and secondary phase children; the questions seek to elicit the perception of children as to the nature and frequency of prejudicial language and behaviour in their school community.

The pupil survey has been developed with the support of pupil Voice groups across Hampshire; the Equality and Rights Advocates (EARA) are a group of young people from a range of primary and secondary schools across Hampshire who advocate in their own school communities to tackle discrimination and prejudice. They have been instrumental in ensuring that the voice of CYPP is heard in the Toolkit.

The survey is designed to be delivered annually and the results submitted alongside the tracking tool data.

Information leaflet

The leaflet for parents/carers (dissemination pathways to be decided by individual schools) aims to clarify the notion of prejudicial language and behaviour as opposed to other types of negative behaviour and explain both the school and county position within the framework of its duties under the Equality Act. The leaflet also includes information on the impact of such behaviours on children's mental health and well- being and therefore their learning outcomes.

The Toolkit is designed to enable school leaders to gather and disseminate a wide range of data to inform future curriculum and pastoral initiatives in their school communities where appropriate.

Acknowledgements

The Toolkit was produced in collaboration with colleagues from Portsmouth and Southampton Local Authorities, Hampshire police, Hampshire Educational Psychology and Hampshire Ethnic Minority and Traveller Achievement Service.

*Special thanks to the young people in Hampshire schools for their efforts in contributing to and reviewing the Toolkit.

For more information and support please contact Minnie Moore
Minnie.moore@hants.gov.uk.