ANTI-DISCRIMINATION RESPONSE LEVELS

Levels	Steps	Actions	
Level 1-first 'CASUAL' discrimination	CONVERSATION	Call in harmer within 24h (parent/carers informed)	✓ Instant ✓ Scaffolded ✓ Restorative
Motivation to cause harm is **less clear**			
Level 2-SECOND 'casual' discrimination	EDUCATION	30 min social and emotional learning intervention with EDI 'champion'. Parental involvement.	✓ Impact of discriminatory language
Level 3-THIRD 'casual' discrimination or First TARGETED discrimination	EDUCATION + RESTORATION	30m. Bespoke social and emotional workshop, restorative letter and parent/carers attend a meeting	✓ Relevant protected characteristics
Motivation to harm is **clear**			
Level 4-FOURTH 'casual discrimination or second targeted discrimination	RESTORATION	Restorative conference + agreement	Parent/carers attend meeting with SLT
Level 5- FIFTH 'casual' discrimination or THIRD targeted discrimination	SANCTION Behaviour policy followed	Possible behaviour plan in place/report card. Permanent contract. Possible withdrawal from school	Parents/carers attend meeting with SLT