



LYDIARD PARK ACADEMY

10th November 2025

Dear Parent/Carer

We are dedicated to making Lydiard Park Academy an inclusive school where young people from all backgrounds feel supported.

As part of this aim, we want to make sure that our pupils are using appropriate language that doesn't cause offence to any members of our school community. One element of this is language relating to race so I would like to remind you of (or introduce you to) our racism response continuum.

If a pupil is reported to have used racist language or behaviour, they will be spoken to by a member of staff. We recognise that pupils might not understand why the language is problematic, especially if they see it as 'banter' between friends, so the conversation will ensure that they do understand so that it isn't repeated.

You will be informed if your child is spoken to about this so that you have the opportunity to continue the conversation at home. This will be classed as a level 1 response.

If a pupil continues to use inappropriate language or behaviour then it will escalate to a level 2 response. This means that the incident will be recorded, you will be informed and the pupil will be isolated for a day.

If there is a further incident, it will be escalated to a level 3 response. The pupil will be suspended and permanent exclusion will be considered.

There is no change to our response to overtly racist incidents; a racist verbal assault will result in a level 2 response immediately and any repetition would then escalate to level 3. A physical, racially motivated assault will immediately result in a level 3 response.

The table below summarises these interventions.

We thank you for your support in ensuring that Lydiard Park Academy is a place where all pupils, and staff, feel valued and supported.

Yours Sincerely

Jo Gilbert

Vice Principal



Principal:
Vice Principals:

Mr G Pearson
Mrs G Davies & Mrs J Gilbert

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Level 1	Level 2	Level 3
Use of racist language, or behaviour, meant as 'banter'. This is not acceptable even if the target of the language or behaviour is not offended. <i>Continuation of level 1 behaviours will escalate to level 2.</i>	Further inappropriate 'banter'. The use of racist language in a direct confrontation with another pupil. Racist graffiti or drawings. <i>Continuation of level 2 behaviours will escalate to level 3.</i>	A third report of inappropriate 'banter'. A second occurrence of verbal racist abuse. A second incident involving racist drawing or graffiti. A racially motivated physical assault.
Likely response	Likely response	Likely response
Logged as racism Level 1 on Arbor The pupil will be spoken to either by a member of staff or a student race ambassador. The aim of the conversation will be to ensure that they understand why the behaviour is not acceptable and that a repeat of the behaviour will result in escalation to level 2 racism. Parents contacted	Logged as racism Level 2 on Arbor Conversation with a senior member of staff to explain the severity of this behaviour and the consequences if it is continued. Internal isolation. Parents contacted	Logged as racism Level 3 on Arbor Suspension Permanent exclusion considered



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