| Score Range | Stage | Description |
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| 20–24 | Stage -6: Mean or Harmful | You may say or do things that hurt others. You might not realise the harm, or you might do it on purpose. Now is a chance to learn how to be kind and fair. |
| 25–29 | Stage -5: Purposely Unkind or Excluding | You might ignore, tease or exclude others who are different. This could make people feel unsafe or unwelcome. Learning to treat others with respect is important. |
| 30–34 | Stage -4: Laughs or Joins In | You might not start unkind behaviour, but you go along with it or laugh when others are teased. Learning to say no or speak up can make a big difference. |
| 35–39 | Stage -3: Afraid to Speak Up | You notice unfairness but find it hard to speak up. Many people feel this way. With support, you can grow in courage and confidence. |
| 40–44 | Stage -2: Doesn’t Notice Unkindness | You might not see when others are being treated unfairly or left out. Taking time to look around and listen can help you understand more. |
| 45–49 | Stage -1: Unsure or Quiet | You are learning and thinking about fairness, but you might still stay quiet. That’s okay — this is part of the journey. Keep learning! |
| 50–54 | Stage 0: Curious and Learning | You want to understand how to treat people fairly. You’re starting to notice things and ask questions. This is a great place to grow from. |
| 55–59 | Stage +1: Kind and Fair | You try to treat people with kindness and respect, even when they're different from you. Keep noticing and learning! |
| 60–69 | Stage +2: Speaks Up Sometimes | You try to stop unfair behaviour when you see it and support others. You’re becoming a role model for fairness. |
| 70–79 | Stage +3: Helps Others Learn | You talk to others about how to be kind and inclusive. You lead by example and help create a better school community. |
| 80–89 | Stage +4: Takes Action for Fairness | You take real steps to make school more fair for everyone. You notice problems, speak up, and help fix them. |
| 90–99 | Stage +5: Inspires Others | You help others understand fairness and inclusion. People trust and look up to you. You are a powerful force for good. |
| 100 | Stage +6+: Stands Up Every Day | You are a leader for kindness, fairness and justice. You inspire others with your actions and your courage. |