



BEECHEN CLIFF

PLEDGE OF RESPECT

Written by the E-Team 2019-20

Our Pledge of Respect

At Beechen Cliff, we define respect as, 'Showing an understanding of the feelings, wishes and rights of others through words and actions.'

- A** We **ASPIRE** to be a community where everyone is free to be themselves
- B** We **BALANCE** the rights and needs of every member of our school community
- C** We treat all people with **COMPASSION**
- I** We support and protect peoples' right to be **INDEPENDENT** in their thoughts and expression

Our equalities statement of belief

We respect and celebrate difference, and treat people with equality and respect regardless of:

- Ethnic background, country of birth, race
- Gender identity
- Special needs, disability or illness
- Mental health
- Religious beliefs
- The way they look for what they wear
- Adopted or young carers
- Age
- LGBTQ+
- If people fit into stereotypes
- Money and family jobs
- Where people live
- Interests and hobbies
- Pregnancy

We want everyone in our school community (including visitors) to understand what we mean by respect and equality, and what bullying and discrimination is. We want them to have a positive experience at Beechen Cliff.

Respect

Respect means thinking about other people, and caring about their thoughts and feelings. It can include listening to people when they need someone to talk to, being kind to people, getting people involved when they are left out and being supportive.

Equality

Equality is ensuring people are not treated differently because of their protected characteristics (which are outlined by the 2010 Equalities Act – race, age, sex, disability, pregnancy and maternity, sexual orientation, gender reassignment, religion or belief and marriage and civil partnership). Equality does not necessarily mean treating people the same, but providing them with the same opportunities and rights.

Bullying

Bullying is the repetitive intentional hurting of another person by another person or group. Bullying can be physical, verbal, emotional or online.

Bullying IS NOT: falling out with friends, sometimes wanting to be on your own or with different friends or sometimes disagreeing with someone.

'Banter'

Banter is the playful and friendly exchange of teasing remarks. However, banter isn't always funny and can cause others to be upset or offended. Sometimes, what people think is banter is actually more serious, and it can lead to bullying and/or discrimination; sometimes banter between friends is ok, and we will be careful to think about where the line is.

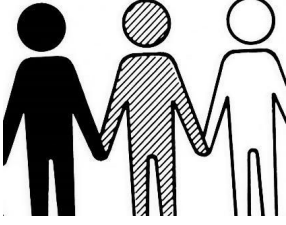

Discrimination

Discrimination is the unfair treatment of anyone on the basis of different categories, like race, gender, sexual orientation, disabilities, wealth etc.



Language – that can cause hurt or offence

We want people in our community to be aware of the language they use, and the impact it can have on others. Some examples of language that is not appropriate in school include:

<p>Homophobic, and misuse of the word 'gay'</p> 	<p>Biphobic: The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.</p>	<p>Transphobic: The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.</p>
<p>Stereotypes of gender or sexuality for example 'man up' or 'don't be a girl.'</p>	<p>Sexist or misogynistic (prejudice against someone because of their sex; being prejudice to or treating women differently)</p>	<p>Racist</p> 
<p>Derogatory language about a disability or special needs</p>	<p>Intentional misuse of religious terminology and blasphemy: insulting language about religion.</p>	<p>Negative language about someone's physical body and/or mental health (including hair colour, or saying someone is 'psycho' or calling some schizophrenic)</p>

Sometimes we make mistakes with language, and we might accidentally say something that offends someone. If you are unsure about what language is and is not appropriate, just ask!



The use of social media and phones

It is important to us that people in our community use social media in a respectful way.

Do:

- Enjoy social media and using phones sensibly and responsibly
- Keep your language respectful at all times
- Speak to people online the way you would speak to them in real life
- Report anything you are worried or upset about – call out behaviour you do not think is ok
- Be careful of posting your location online

Don't:

- Post or send hurtful, offensive, explicit, discriminatory, aggressive or harmful content
- Bully or discriminate against someone online or in messages
- Hide behind your keyboard – if you wouldn't say it to someone's face, don't say it online
- Share private information or photos of other people without their permission

Remember online harassment and sharing inappropriate content is against the law.

Bystanders

We want everyone in our school community to openly celebrate diversity and challenge any behaviour or language which is discriminatory or offensive. We do not want anyone to be a bystander to bullying or hate incidents. We want everyone to be able to call out behaviour or language that they do not want to see or hear in our school.

If you see or hear anything which could be perceived as discrimination or bullying, it is your responsibility to tell a member of staff. You could also try talking to the person doing it to educate them about why they did/said was wrong (if it is safe for you to do so). You should also support the victim of the incident in an appropriate way.

Once you tell a member of staff, they will follow procedures outlined in our school policies (for example our equalities policy) to deal with the incident. You don't have to worry about 'snitching' because you can pass on your concerns anonymously in the E Team worry box (next to the attendance office), or tell the staff member if you are worried about reporting something.

Support –inside and outside of school

We want everyone in our school community to know where to go for help or support when they need it. These are some of our suggestions:

INSIDE

Pastoral Team

Mr Mann/Head of House/Tutors

School Nurse

Debbie Chalke (Tuesday lunchtimes, or text her)

E Team - Anti-bullying ambassadors of the worry box

Off the Record listeners and counsellors

Safeguarding Team/Any member of staff you trust

Solution Revolution Counsellors

EXAMPLES OUTSIDE

Kooth

www.kooth.com

Stonewall

www.stonewall.org.uk/help-and-advice

Samaritans 116123

Project 28 for drugs or alcohol related issues

www.dhi-online.org.uk/get-help/young-peoples-drug-alcohol-services/bath-north-east-somerset-project-28

28 Southgate Street, Bath BA1 1TP

Off the Record, Manvers Street, Bath BA1 1JW

www.offtherecord-banes.co.uk

Childline 0800 1111

Young Minds

www.youngminds.org.uk

GP

Your GP can listen to you confidentially